INDUSTRIAL RELATIONS

1974 — 1977

150

Labour & Development Research Unit
School of Economics, U.C.T.

THE DURBAN STRIKES 1973

"---HUMAN BEINGS WITH SOULS---"

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DURBAN — JOHANNESBURG 1974

31-10-74

150

Threat of hospital strike

INDUSTRIAL REL

MORE than 200 Black and Coloured staff of the J G Strydom Hospital in Johannesburg threatened to strike today—but all returned to work without incident immediately they were handed letters promising pay rises backdated to July 1.

They said they were protesting for higher wages

The medical superintendent, Dr S Weyers, told them that on November 8 wages would be increased and that the arrears of the raise would also be paid.

The staff heard out the explanation in silence.

Then, after whispered discussion, they agreed to return to work until they saw on November 8 how much their wages had been increased

Dr Weyers could not be reached today for comment.

150

Quick end to sugar strike

STRIKES 18-11-79

Own Correspondent

Durban — The one-day strike by about 200 African and Indian millworkers at Melville Sugar Estates near Stanger fizzled out today when the mid-morning shift decided to resume work.

The management, forced to shut down the mill at 6 pm yesterday, adopted an uncompromising approach with the strikers today.

Mr G Bax, the general manager, said in an interview: "We addressed the men at 6 am and told them to return to work immediately. Those that did not return by 10 am would be fired"

Mr Bax said he was not prepared to discuss workers' complaints until the strikers had resumed work He understood that they wanted a R20 increase "but we don't know whether this is weekly or monthly."

This is the same figure demanded by 500 strikers at the Hulett's sugar mill at Darnell north of Melville last week.

The minimum basic wage paid at Melville is R59,84, but a company spokesman said the average monthly wage was about R70 Most of the employees had worked for from 10 to 40 years for the company.

Police, who last night used dogs to disperse an angry mob of strikers who stoned cars, reported that the situation was quiet. The disturbance occurred shortly after the 6 pm shift went on strike A small section of the strike force tried to prevent cane trucks from entering the premises

Police reinforcements from the surrounding areas and Durban are standing by with dogs

150

STAR.

K JOHANNESBURG WEDNESDAY NOVEMBER 27 1974

WORKS COMMITTEE / STRIKES

Firm dismisses 82 strikers

A KEW, Johannesburg, mail order firm today dismissed 82 strikers, most of them women, who demanded the establishment of a works committee

Mr H von Mellenthin, managing director of Imextra (Pty) Ltd, said almost the entire Black staff had been dismissed

"This is a great pity," he said "Many innocent people have had to suffer because of a few dissidents We have to set an example and be firm"

A spokesman for the strikers said they came out on strike today because demands for the establishment of a works committee had been met with delaying tactics and two clerks, Mr Sipho Kubheka (21) and Mr Samuel Mowtanyaneng (21), were dismissed yesterday

One of the men was a representative of the workers in wage negotiations

The strikers are demanding the two men should be reinstated and the labour negotiations should continue

Officials from the Department of Labour had talks with the company's management today

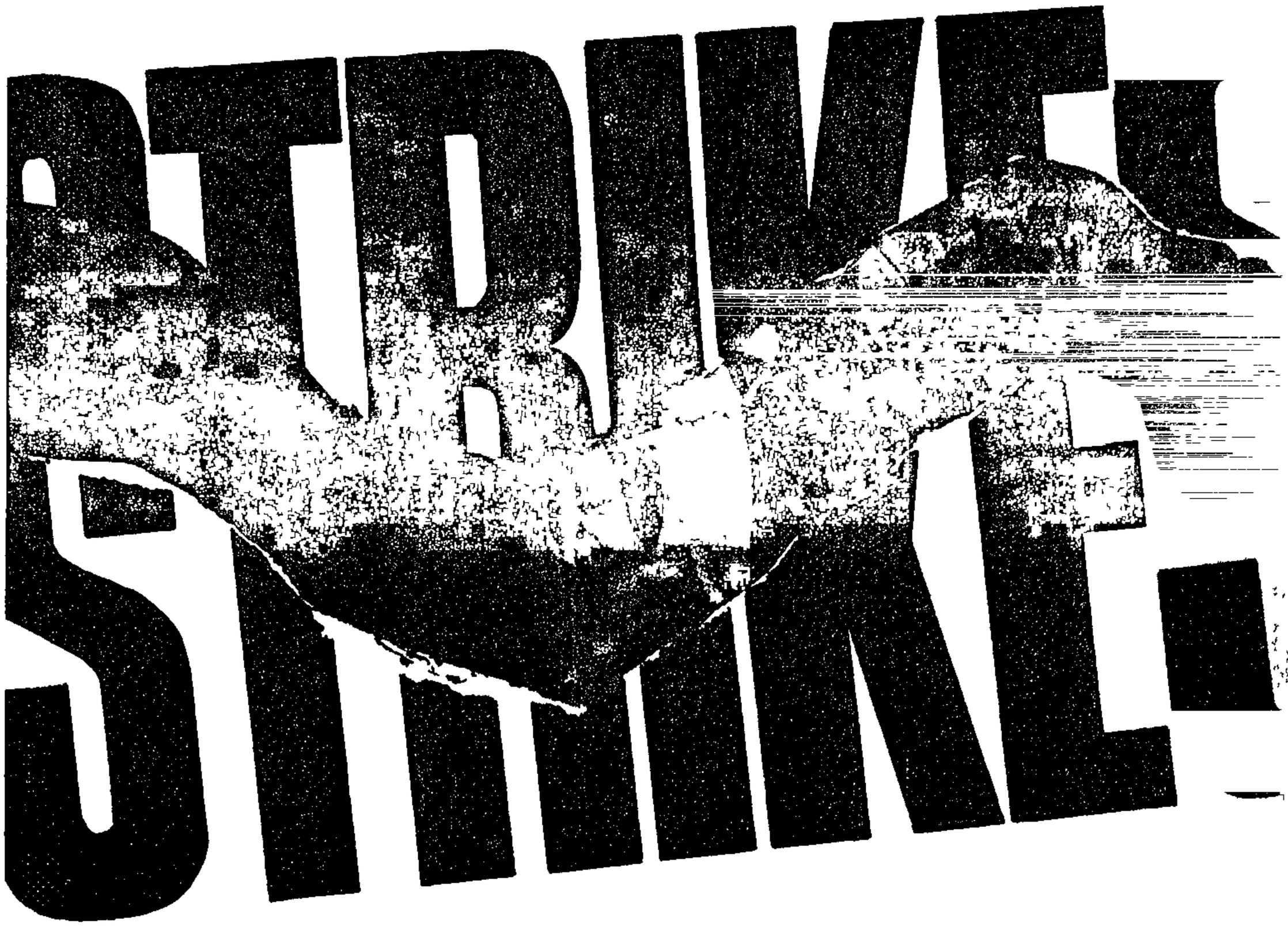
Black workers handed a petition to Mr von Mellenthin last Friday in which they called for a works committee meeting

Mr von Mellenthin said the terms of the petition were that a meeting was to be held within a week

"The workers gave no reason for the strike today and we were legally entitled to fire them," he said "But we are prepared to consider the applications of any of the strikers who wish to reapply for their jobs"

(1) 150

(2) ~~147~~



AFRICAN WORKERS: NEGOTIATION OR CONFLICT?

PROCEEDINGS OF A SEMINAR ORGANISED BY THE SOUTH AFRICAN INSTITUTE OF RACE RELATIONS (CAPE WESTERN REGION)

ANGRY STRIKERS SUSPECTED IN MASSIVE BLAZE

10.1.75 ⇒ STAR. (150) STRIKES

East Rand Bureau

Angry strikers are suspected of setting fire to a Germiston warehouse which burnt down today, with damage running into thousands of rands.

Germiston police have detained 108 people for questioning in connection with the blaze at International Rock Products in Moseley Street.

The firm's production manager says he was threatened by strikers minutes before fire broke out.

The area was teeming with detectives, high-ranking police officers and security policemen this morning as firemen fought the fire.

"I suspect arson," said the production manager, Mr H P J Jansen.

He said after the strikers threatened him, he telephoned the police. Minutes later, while he was sorting out the strikers' timesheets, he heard shouts and screams and saw flames.

The blaze began in the middle section of the warehouse at about 7.40 am.

The warehouse — packed with highly inflammable liquids — was alight within minutes. Tins, bottles and containers exploded.

Mr Jansen left his office for safety and rushed to a telephone a kilometre away to call the fire department. The roof of his office caught alight.

Germiston firemen, under the supervision of their deputy chief, Mr C J Olivier, (extreme left), are seen fighting the massive blaze today.

Escape

Firemen managed to stop the fire spreading and salvaged a R38 000 computer.

Mr T J P Badenhorst, a builder, had a narrow escape. While working in a corner of the warehouse, he "heard people screaming and what sounded like a hailstorm — bottles cracking with the heat.

"The fire didn't spread, it just went 'whoomph' like a flamethrower. I got out just in time, pulling my trunk full of tools with me," he said.

The strikers were demanding two days' pay which they claimed was owing to them. No negotiations had taken place.

Nobody was hurt in the blaze.

The Germiston CID chief, Colonel D J de Villiers, said: "We are investigating the case of arson. No charges have yet been laid."

10/1/75 Star (150)

150

14.1.75 → 1.2

PAY STRIKE

DURBAN — Thirty African labourers employed by a Durban-based cartage contracting company went on strike at the Point today, making this Natal's first such work stoppage this year.

The strikers' spokesman said: "Our wages are too low. We want overalls, gumboots, gloves and raincoats to work in". He said they earned R15 for a 45-hour week.—Sapa.

HANSARD 1 Q column 50

7 February 1975

150

Work stoppages by Bantu workers

*34 Mr T ARONSON asked the Minister of Labour

(a) How many stoppages of work by Bantu workers occurred in each province during 1974 and (b) how many Bantu employees were involved in these work stoppages

†The MINISTER OF LABOUR

(a) and (b) The details are as follows

Province	Number of stoppages	Number of Bantu involved
Transvaal	203	22 552
Orange Free State	25	2 386
Natal	96	18 993
Cape Province	50	13 725

HANSARD 3 Q. column 204-205.
21 February 1975

150

Strikes involving Bantu workers

*8 Dr A L BORAINE asked the Minister of Labour

(1) Whether any strikes involving Bantu workers occurred during the last six months of 1974 if so, (a) how many

and (b) in how many cases were the strike [illegible] demands

(2) whether any of the strikes occurred in undertakings in which (a) liaison committees and (b) works committees had been established in terms of the Bantu Labour (Settlement of Disputes) Act, if so, how many in each case

The MINISTER OF MINES (for the Minister of Labour)

(1) Yes

(a) 135

(b) 125

(2) Yes

(a) 8

(b) 4

(150)

F.M. 14/3/75

BLACK LABOUR

Testing the law

(2)/150

How sharp are the teeth of Section 24 of the Bantu Labour Relations Regulations Act, which outlawed victimisation of workers for participation in works committee activities?

The two men sacked by the mail order firm, Imextra, last November have taken the matter to the Supreme Court, in what is regarded as an important test case Sipho Kubheka and Samuel Mohlanyeneng want their dismissals declared null and void, alternatively, that they be restored to their jobs pending a prosecution of Imextra for victimisation

In contesting the motion, Imextra MD, Hubi von Mellenthin, stated that, essentially, the men were dismissed due to the reorganisation of the firm

Additionally, he spoke of secret reports on the labour force who were infiltrated by Securitas agents in April 1974, with Imextra management instructions to look out for theft

These allege that, among other matters, Mohlanyaneng stole watches Von Mellenthin also implies dubious behaviour on Kubheka's part

When questions of redundancy arose, states Von Mellenthin, workers' records of honesty were taken into account.

Both Kubheka and Mohlanyaneng have denied the Imextra claims, and both have invited criminal prosecution to test their validity or otherwise

Kubheka's replying affidavit says the court is "asked to believe that with the applicants' record of incompetence, insolence, dishonesty, disobedience and disinterest in their work" they would have remained in Imextra's employ for several years — as both did.

Imextra denies that it was opposed to the formation of a works committee, and that it attempted to impede its creation through the changing of lunch and tea times for different sections of the work force, and through setting difficult times and dates for discussions of the matter The works committee — established last November — is claimed to be working well.

Contesting this, an affidavit by Hazel Mofokeng, secretary of the Imextra works committee, states·

"Since November 1974 new workers have been employed, but those who are dismissed under the cloak of being redundant have usually been . . old workers, a high percentage of whom are members and alternates of the Works Committee."

These dismissals are alleged to take place without prior consultation with the Works Committee. The reason for the dismissal of one man is said to have been given by Von Mellenthin as theft — he was "stealing the time of the firm".

Kubheka and Mohlanyaneng's case rests on their assertion that Imextra never wanted a works committee in the first place, and that since their dismissal, which led to a strike, there has been a steady weeding out of Works Committee members as "redundant"

The case is postponed to May 6

DAILY TRIB. 16/3/75

Labour chaos if Blacks don't get own unions

S. Times 16/3/75

150

By DICK USHER

SOUTH AFRICA is heading for chaos unless Black workers are given full trade union rights.

These are the findings, published this week, of an extensive analysis of the massive strikes in Durban during 1973

Published by the Durban-based Institute for Industrial Education, it points out that economic development has created a large, alienated and increasingly angry African proletariat

"The real relationships in society are changing but the institutional ways of mediating between conflicting groups are not taking this into account. Thus the institutions are less and less able to cope with social conflicts in a meaningful way."

And Black workers are, in spite of small gains made by the strikes, no more satisfied now than they were before

Searching for an understanding of the events of February 1973, the authors conclude the strikes were spontaneous, involved only one or two incidents of intimidation, and were certainly not the work of "agitators."

Reasons

They were a response to low wages and a sense of powerlessness

The analysis deals with the strikes, the participants, the reasons why they happened in Durban, the response from politicians, the political economy of labour and trade unions

The authors also conducted a series of opinion polls on worker, public and employer response to the strike

They conclude that "workers struck because of low wages and the feeling that the employer would not do anything to remedy wage levels unless drastic action was taken

"They feel that the strikes were productive, but they remain very dissatisfied."

FLASHBACK to 1973 . . . workers wait for their pay after quitting work

SURVEY SAYS WORKERS STILL NOT SATISFIED

"Having discovered that the strike is an effective weapon, the majority are fully prepared to use it again.

"It may well be that the most significant change wrought by the strikes is not in the workers' living standards, but in their sense of their own potential power."

Moving from these points the authors state that more is needed to allay the situation than the better channels of communication so often called for by the press and politicians.

Most of the workers interviewed believed they had communicated adequately with employers before striking

"Most employers are literate, and many of them presumably read newspapers

"All the English-language Natal newspapers had given wide publicity to the issues concerning African poverty in 1972

"Furthermore employers know what wages their workers are getting and they also know the cost of

See also

IND. REL – WORKERS' ORG – African unions

Hansard 7

Q Column 553.

21 March 75

Work stoppages by Bantu employees

*13 Mr G B D McINTOSH asked the Minister of Labour

(a) How many work stoppages have there been by Bantu employees in Natal in the period since 1 July 1974 to date, (b) how many people were involved in these work stoppages and (c) in the case of how many of them were Bantu labour officers involved in settling the work stoppage

†The MINISTER OF LABOUR

(a) 68

(b) 12 051

(c) 49

I may add that in instances where Bantu labour officers were not involved in the settlement thereof, the disputes were settled prior to their intervention

150

BLACK WORKERS

Durban revisited

F.M. 4/4/75 (150)

The 1973 Durban strikes are generally regarded as a watershed in labour relations. Their scope, the solidarity of the workers, and the searing light they threw on wages and management practices — particularly within the Frame textile group — led to a revamping of the works and liaison committees system, and the legalisation of African strikes in exceptional circumstances But have the problems they highlighted really been solved?

A new study by the Durban-based Institute for Industrial Education (published in association with Ravan Press) comes up with some illuminating answers, despite its admission of limitations and an overall impression of careless proofreading.

Titled *The Durban Strikes 1973*, the report isolates the following factors of importance in evaluating the events·

- The strikes were wage-oriented, and spread by imitation. The fact that the Frame group had factories "strategically placed in each of the major indus-

Durban strikers . . did it help the cause?

trial areas" in Durban made the stoppages extremely visible

- Out of a sample of Black workers, either directly involved or affected by the strikes, 80% stated that they had approached management with their grievances before striking

This conflicts with the claims of 14 out of the 19 strike-affected firms who responded to queries by the Institute, that management had no advance knowledge

- The Institute found 75% of the workers in its sample were not satisfied with their present conditions, that the same percentage felt there had been no improvement in these conditions since the strikes, and that 70% thought workers would strike again if another crisis of dissatisfaction arose
- Indian participation in the strikes was more considerable than reported in the Press Furthermore, the report claims somewhat surprisingly, "most Indian workers are in favour of institutionalising their solidarity with African workers in combined trade unions"
- The sympathy accorded the strikers by the Press was representative of White public opinion The Institute found that about 90% of its White sample felt the wages of the Black workers were too low

The Institute also suggests a political component in the strikes "(The workers) usually began by demanding very large increases Sometimes they asked for their wages to be doubled The figure of R30 per week was also often mentioned These large demands were often interpreted as naivete, or even as stupidity

"Yet this interpretation is not compatible with the fact that workers usually, in fact, accepted much lower increases We believe that the initial demands must be interpreted as a statement of rejection"

(150)

The 'strike' that wasn't

N. Mercury 17/4/75

Mercury Reporter

THE STRIKE which yesterday halted work at Durban's dry dock for the second day in succession, was in fact not a strike, the general manager of James Brown and Hamer, Mr. R. Ettershank said.

While crew of the Uruguayan Navy auxiliary tanker President Oribe tackled the job of painting the vessel themselves, Mr. Ettershank said: "The labourers were employed on a casual day-to-day basis. Therefore they are not members of my company, so we have no strike."

The Mercury visited the ship yesterday and obtained permission from the second officer to photograph crew painting the vessel. But, an official from the Department of Labour intervened and refused permission for photographs to be taken.

The man, who refused to identify himself, would not say on what authority he was acting. But he claimed, that there was widespread labour unrest in the area which would be aggravated by publicity.

Mr. Ettershank said that the workers were already earning between R150-R200 a month. Negotiations would take place for a rise in the men's pay to balance cost of living increases.

150

Hour's strike halts buses

STAR 17/4/75

Drivers of the Ferndale bus service went on strike briefly today halting services and stranding hundreds of African passengers.

The management said about 30 drivers stopped work in a dispute about wages and conditions "They were only out for about one hour and now everything is fine."

Daily Dis. 17/4/75

Strike – so sailors paint own ship

DURBAN — Crew members from the Uruguayan naval replenishment vessel Presidente Oribe took over the job of painting their ship in the Durban dry dock yesterday as wharf labourers refused to work for the second successive day.

About 250 workmen employed on a day-to-day basis struck over a pay claim. — SAPA.

150

Daily Dispatch 23/4/75

150

Car workers strike over new wage grading system

EAST LONDON — More than 1 000 workers — almost the entire labour force of Car Distributors Assembly plant here, went on strike yesterday over a wage grading system introduced recently.

Trouble started at 7 30 a m. when workers in the A plant, which assembles motor cars, did not enter the factory and demanded the scrapping of the new wage system whereby workers are graded and are paid accordingly.

The strike flared to other departments and by 10 a.m. almost all workers were on strike.

From interviews with workers it appeared the main complaint arose from the fact that the new wage structure did not take length of service into consideration and it appeared many workers with long service with the company stood to receive lower wages than workers with fewer years' service.

Police went to the factory in two vans and there were also plain clothes police in cars but there were no incidents and workers dispersed while members of the firm's liaison committee talked to the management for about three hours.

They returned at about 1.10 p.m. and told the workers the management had to follow the new system as it was used in the motor assembly trade throughout the country.

Dissatisfied with this, the workers left for their homes.

One worker who joined the firm last May said his wages had gone up from R27 to R42 a week but another man who worked in the same department with him had a rise of only R1,50 although he had been with the firm for more than three years.

Another worker gave an example of a spotter whose wages was R45 although he had been with the firm for only three months

"People who taught him how to do the work are actually getting far less than what he is being paid," one worker said.

One worker at the engine plant said they had asked a senior foreman on Monday to explain the new system to them and this had been done to the satisfaction of most workers. As a result, the engine plant only joined the strike after 10 a.m. yesterday.

There were men who claimed they had been with the firm for many years and had certificates as engine assemblers. They could not understand why people who were checkers were paid better than people doing the highly skilled work of assembling engines, the worker said.

The managing director of CDA, Mr Leo Borman, said all black workers had received a 15 per cent increase in July 1974 and a further ten per cent increase in mid-January, 1975.

"At the beginning of April all hourly-paid workers in the company were graded into 12 skilled grades and rates of pay were established for each grade. These rates would be reviewed on a regular basis. Most of the employees were well above these rates but the few who were not were adjusted up to these levels.

"The principle of the grading system has for the last two months been discussed with the liaison committee for communication to the other workers," he said

The liaison committee had requested that the large majority who did not receive adjustments because they were well above these rates, should also receive increases; and that the grading system should be scrapped and anniversary increases applied irrespective of job grades.

"The company advised the black liaison committee that this would be a retrograde step to revert back from the grading system and advised all workers to be back at work at 7.30 a m. tomorrow," he said.

The lowest grade at CDA has a minimum starting rate of R23,40 per week

This was the second strike in the factory in ten months. Last July 1 200 workers went on strike over pay and returned after a week when a general increase in all wages was offered. — DDR.

Strikes not the best way, says Buthelezi

Own Correspondent

DURBAN. — The South African Parliament represented employers because it represented only Whites, said Chief Gatsha Buthelezi when he spoke to several thousand Zulu workers at Dalton Hostel, Durban, on Saturday.

He said work stoppages could be self-defeating because they caused damage to the economy which affected the man in the street "who in South Africa is the Black man."

At the same time, however, it was good for Zulu morale to remember how effective the work stoppages were in 1973.

RDM 28/4/75

But the only peaceful way of sorting out problems caused by disparities in earnings was through trade unions.

Noting that labour was the homeland's only asset, he said KwaZulu could not allow its workers to be exploited.

"If anyone takes umbrage at this, does it mean that employers in South Africa are angels, who do no care about their profits?

"In the rest of the democratic world it is assumed workers need the protection of trade unions."

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Strikes not the best way, says Buthelezi

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(1) 150
7 186

RDM 8/5/75

30 workers in court

Staff Reporter

WELKOM.—Thirty African workers of the Welkom Milling Company who were arrested after allegedly not having been at work since Saturday, appeared in the Welkom Magistrate's Court yesterday

No evidence was led. The hearing will continue on Friday.

They are said to have refused to start work after a Saturday morning meeting.

It is alleged that some claimed they were underpaid while others allegedly said certain service conditions were not adhered to by the company.

A police spokesman said allegations of intimidation were also being investigated.

Strikers get R60 or 30 days

RDM 10/5/75

Staff Reporter

WELKOM — Thirty African workers of the Welkom Milling Company were found guilty yesterday in the Welkom Magistrate's Court on a charge of having been on an unlawful strike for four days.

The Magistrate, Mr S J Vorster, sentenced each man to a fine of R60 or 30 days imprisonment.

It is believed that about 12 of the accused had paid their fines late yesterday.

All the men pleaded guilty to the charge at the start of the hearing, and no evidence was led. They were said to have gone on strike at the milling company from May 2 to May 5.

① 150

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327

RDM 21/5/75

113 sacked in pay row

DURBAN.—More than 100 African and Indian workers at Defy Industry's Jacobs factory were yesterday dismissed after a row with management over a production bonus scheme.

The 11 men started work on Monday after claiming that they had only received half their normal weekly production bonus last week. Management then gave them an ultimatum to return to work or be dismissed.

RAND DAILY MAIL, 18/6/75

150

African staff go on strike

Labour Correspondent

THE African staff of the Superocla concrete and asbestos company's Germiston factory went on strike yesterday.

The 320 workers massed at the factory gates in the morning, according to a company spokesman, and spent most of the day there without attempting to approach management.

"We were not prepared to make contact with them as they were committing an illegal act," Superocla's area manager, Mr R. E. Pearson, said

In the late afternoon, the factory's works manager spoke to the strikers, who agreed to return to work today and arranged a meeting for representatives to discuss the issues with management.

Police and the Department of Labour were informed of the incident, Mr Pearson said, but were not called in as the matter was an internal dispute and was entirely peaceful

150

Printers go slow

STAR 19/6/75

Own Correspondent

The entire [illegible] of about 130 [illegible] was today reported [illegible] working-to-rule at [illegible] Publications [illegible] Red Carpet print [illegible] at Prospect [illegible] Production of the All- [illegible] weekly, Temporis [illegible]

[illegible] said to have [illegible] spokesman for the [illegible] said the men [illegible] demanding a 35 per [illegible] and have [illegible] over- [illegible] de-

(150)

Police on standby at strike firm

STAR 19/6/75

East Rand Bureau

Germiston police were on standby today in case of any trouble at the Superocla Cement and Asbestos factory, where 320 sacked strikers are to be given their money.

The entire Black staff at the firm were fired yesterday after refusing to return to work. They had been on strike for nearly two days.

Colonel J Pieterse, police district commandant at Germiston, said his men were on call at the station, but they would not show up at the factory unless they were needed.

Cement workers sacked

RDM 20/6/75

(150)

Labour Correspondent

THE African staff of the Superocla cement company's Germiston factory were paid off yesterday after a two-day strike.

Police trucks paid a brief call at the factory as the four-hour payout process began, but left, remaining on standby, when it became clear there would be no violence.

Many of the strikers had been offered their jobs back, said the works manager, Mr L. J. Miles. Factory officials drew up a list of acceptable employees before the payoff parade, and privately indicated to selected workers that they could return.

Many of those dismissed are likely to find themselves homeless over the weekend. Their hostel accommodation is dependent on their being employed.

150

Boksburg pay strikers arrested

RDM 25/6/75

Staff Reporter

NINETEEN Africans were arrested in Boksburg yesterday after about 200 workers went on strike at a grain company.

The workers, at Bechmalt Rand (Pty) in the Boksburg East industrial sites, had demanded an immediate pay increase.

A police spokesman confirmed that 18 men and a woman were arrested at the factory.

They will appear in court later.

According to a spokesman for the firm, the strike only lasted a few hours and most workers returned to their jobs.

Police were called to the factory premises where the strikers had allegedly begun throwing bottles.

The arrested woman was apparently injured by a flying bottle.

He said discussions would be held between the firm's management and the Africans' works committee, but added that at this stage the firm had not given in to the workers' demands.

The spokesman said a good relationship existed between management and the works committee.

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Seventeen fined for refusing to work

RDM 26/6/74

Staff Reporter

SEVENTEEN Africans were yesterday found guilty by a Boksburg magistrate of refusing to work

The men, all employees at Bechmalt Rand (Pty), took part in a strike for higher wages on Tuesday.

Nbutana Limako, 30, and Robert Zwane, 27, pleaded guilty and were fined R100 or 50 days' imprisonment.

The other 15 men were found guilty and sentenced to R100 or 60 days, of which R75 or 50 days were suspended.

Evidence was that about 200 employees stopped work on Tuesday and demanded an immediate pay increase.

The men found guilty were Nbutana Limako, Isak Mosai, 21, Frank Mquina, 29, Tholi Madlope, 26, Robert Zwane, Johannes Motaung, 24, Moses Matia, 33, Jackson Nkwanzi, 36, Msupe Moli, 30, Felix Tvata, 43, Elias Masetlo, 49, Hendrik Masondo, 62, Willie Dlamileze, 36, Jacodia Zulu, 26, Tamloti Nkosi, 30, David Mikgeka, 23, and Robert Nxube, 23

No strike— but they stayed away

RDM 26/6/75

Staff Reporter

IN spite of the fact that a strike has been dubbed a "domestic matter" at a Germiston timber yard, a large proportion of the African workers employed there did not report for work yesterday morning.

"Friendly discussions" seem to have had little effect on the workers, who failed to clock in at tre firm, F G Hoffman, (PTY) IN Bright Avenue, Germiston, yesterday, despite the fact that the managing director emphatically denied that there had been a strike.

The workers' avtion began at the firm on Tuesday.

The managing director, Mr F. G. Hoffman, yesterday described the stay away as a domestic matt

He said he had been told a few weeks ago that the workers wanted a meeting with the management

He had decided to meet them on Tuesday, and they talked about wages

"We talked — on and off — during the day," he said.

"I explained that it was the wrong time to ask for a wage increase, as production was not what it should be," Mr Hoffman said yesterday.

Mr Hoffman refused to disclose the minimum wage paid by the firm, but said the men had received a wage increase about a year ago.

Mr Hoffman said the company employed between 42 and 52 Africans

He said not all of them had come to work yesterday morning, adding that all were expected back by Monday

He would not disclose how many were absent from work and added that neither the police nor the Department of Labour had been called in

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Rumours alert police

150

Natal Mercury 28/6/75

Mercury Reporter

EMPANGENI — Police from five Zululand police stations stood by at the Gingindlovu police station on Thursday night, following rumours of a threatened strike by cane lorry drivers at Amatikulu sugar mill

Certain drivers threatened to strike if their demands for higher wages were not met They also wanted safari suits instead of overalls and shoes instead of boots

The strike failed to materialise, and the police, from the Empangeni, Eshowe, Mtunzini, Nyoni and Gingindlovu police stations left after a three-and-a-half hour vigil.

Police at first denied the incident, but Major H C. Naude of Eshowe later confirmed that police had stood by "as a precautionary measure"

(150)

Idle buses strand hundreds

RDM 4/7/75

Staff Reporter

PUTCO drivers at the Faraday terminus stood idle for most of yesterday, leaving hundreds of passengers stranded.

The reason for their work stoppage was not clear. The drivers, huddled in small groups, refused to talk to the Press.

On being asked what the trouble was, one retorted: "Who says there is a strike here? You should know better. Strikes are illegal."

CONFUSION

There was confusion at the usually busy terminus which serves Natalspruit and Alberton.

No official comment on the situation could be obtained from Putco's Wynberg headquarters.

A spokesman said "I don't know anything about this. If a situation is as grave as the one you describe, it would have surely come to my notice."

The spokesman said buses were running as usual.

The Star, Friday July 11 1975.

150

'Strikers had no trust'

Labour Reporter

The liaison committee — elected by workers to look after their interests — had no advance warning of the walk-out of all Black staff at Transvaal Metal Merchants in Johannesburg yesterday.

"The liaison committee didn't know of it — the workers didn't trust it," said Mr J Osrin, the manager.

More than 150 Black labourers, machine operators and lorry drivers were back at work today after downing tools following Wednesday's pay increases.

Mr Osrin denied the walk-out had been in protest against low pay. None of his workers got less than R16,25, which was in excess of the minimum laid down in the relevant wage determination.

(1) 150
2 189

(150)

Scrap metal workers strike over pay rises

RDM 11/7/75

Staff Reporter

MORE THAN 150 scrap metal workers in Jules Street, Jeppe, Johannesburg, downed tools yesterday over pay rises.

The workers at the Transvaal Metal Merchants scrap yard complained they were "overworked and underpaid". Police were called, but there were no incidents.

The director of the company, Mr S. Osrin, said the workers were already getting more than the "stipulated government weekly wage of R15."

The workers claim that they were offered more money but when they looked at their pay packets on Thursday, they found that some had been given R1 rises from the former R15 while others got more and some nothing.

A group stood outside the gates from morning till noon when they were told that there were no increments coming.

They were demanding a raise of R5 to bring their pay to not less than R20 a week.

(150)

Work stoppage investigation

18/7/75 Mercury Reporter

STATEMENTS are being taken by industrial inspectors from anyone who can give evidence against "apparent" offenders at the Minitex-Frima auto-accessory factory at New Germany, scene of a work stoppage earlier this week, Mr. C. G. Jackson, Divisional Inspector of Labour in Natal, said yesterday.

The move follows a statement by Mr. Jackson on Wednesday that the stoppage was being investigated and workers might be prosecuted.

About 85 African employees at the factory were paid off on Tuesday after a one-day stoppage in protest against a R1,02 pay increase.

Mr. Jackson said yesterday: "The investigation is developing slowly. Statements are being taken by industrial inspectors and will be submitted to the Senior Public Prosecutor."

Mr. J. Archer, manager of the factory, said yesterday: "We are back in production and there is no more trouble."

He declined to comment on the investigation by the Department of Labour.

150

More pay demand fizzles

STAR 29/7/75

Labour Reporter

The 250 Black employees at the headquarters of the South African Institute for Medical Research in Johannesburg stopped work for 3½ hours today and demanded more pay.

The stoppage ended at 11.30 am after the manager, Mr R Cole, addressed them in the dining hall where they had assembled instead of starting work today.

"I told them that by the end of next month the wages of every Black worker at headquarters would have been reviewed as part of a job evaluation and restructuring exercise already in progress," Mr Cole said.

The last general pay increases were in July last year. The workers collected their pay yesterday and were "a little agitated," Mr Cole said.

He pointed out that the institute tends to follow the Government pay pattern.

There has been no pay adjustment in the Government sector since last July and no increases have been announced so far this year despite demands submitted by trade unions and staff associations some months ago.

WORK STOPS IN PAY ROW

Mercury 30/7/85

JOHANNESBURG — The 250 Black employees at the headquarters of the South African Institute for Medical Research stopped work yesterday and demanded more pay.

They assembled in their dining hall at the top of one of the Institute's cluster of buildings in Johannesburg after receiving their pay on Monday.

The last general pay increase of the workers — mainly low-skilled staff and only a few technicians — was in July last year.

"We are an independent organisation but we tend to follow the Government pay pattern," said Mr. R. Cole, the manager.

There had been no pay adjustment for the Government sector since last July and no increases are in the offing yet, in spite of demands from trade unions and staff associations some months ago.

The stoppage ended at 11.30 a.m. after Mr. Cole addressed them in the dining hall where they had assembled instead of starting work yesterday.

"I told them that by the end of next month the wages of every Black worker at headquarters would have been reviewed as part of a job evaluation and restructuring exercise already in progress," Mr. Cole said. — (Sapa.)

150

78 fined for not working

N. MERCURY 7/8/75

JOHANNESBURG — Employers with grievances should make representations through the proper channels, a Kempton Park magistrate said yesterday when he fined 78 former employees of the Kempton Park Municipality R30 (or 30 days) for refusing to man essential services between August 1 and Tuesday.

The men, all Blacks, were arrested on Tuesday morning by Kempton Park police after they had refused to return to work.

They spent the night in the Kempton Park Police Station and yesterday appeared for half an hour before Mr D. M. Horak in the Kempton Park Magistrate's Court charged under the Bantu Labour Relations Regulation Act.

All 78 pleaded guilty, no evidence was led and none of the accused had anything to say in mitigation after the pleas had been accepted.

Strike halted

Mercury Reporter 8/8/75

150

MANY Black Westville municipal employees stopped work early yesterday over a pay dispute, but resumed after police were called.

The Westville Town Clerk, Mr. C. G. J. Coetzee, said that about 150 labourers refused to start work when they arrived at the municipal yard.

"They were unhappy about increases some had been given.

"I explained that the matter would receive attention at the Council's meeting later this month.

"However, eventually I had to telephone the police and they told them to disperse. They then went back to work in a hurry that I haven't seen for a hell of a long time," he said.

A stream of striking African cleaners approaching John Vorster Square yesterday.

80 striking cleaners march through city

RDM 9/5/75 (150)

By CLIVE EMDON
Labour Correspondent

EIGHTY African cleaners who have been on strike for two days in Johannesburg marched through the streets of the city yesterday to John Vorster Square, where a police major told them they would be paid off on Monday

It was learnt that at least 180 men have stayed away from work, and the employer, Mr Abe Epstein, of Modern Office Cleaning Services, said yesterday men were being threatened by some of the workers to stay away

Another director of the firm, Mr John O'Donnell, said one man had been shot and seriously injured by some of the strikers when he went to work

The 80 striking workers yesterday massed outside the Berea premises of Mr Epstein, who after calling in the police, told them to go to John Vorster Square

CASE

They marched through the city and waited outside John Voster Square for about 90 minutes during lunch time

Mr Epstein and Mr O'Donnell held discussions with Major M J van Schoor, who addressed the workers

He said they should go home to their hostels immediately and report to Labour House on Mon- morning when they wou be paid The workers t dispersed

Mr Epstein confir- later that the men w be "paid off" on Monda He said he could easi replace them.

A spokesman for workers Mr Eric S lembe, said about 1 workers from the firm h gone to Labour House previous day in an tempt to state their c

LEADER

He said the work- paid a basic R55 a mon were being made to wo an extra hour a day (n hours-a-day) without ment

He said they had manded an extra R15 month but this had be turned down by the pany

He said the men had number of compla about their employers, b had not been given a pr per hearing

Mr Epstein claimed "everything in this d pute is on our side — th have no leg to stand

He claimed that Mr Sl lembe was "a ring-lea and that he persona earned between R100 R110 a month

He said the cle were paid the determin rate for the industry R15 a week — and ma of them received bon

'Mail' film seized in strike row

Staff Reporter

TWO DIRECTORS of an office-cleaning firm grappled with a Rand Daily Mail photographer and reporter, and with the help of the police snatched two cameras from them and stripped them of their film outside John Vorster Square yesterday

Rand Daily Mail photographer, Mr Ronnie Kweyi, was taking photographs of the two directors as Major M J van Schoor of John Vorster Square was addressing 80 striking workers from the firm, Modern Office Cleaning Services

As he finished speaking the company's directors, Mr Abe Epstein and Mr John O'Donnell, grappled with Mr Kweyi and Mail Labour Correspondent, Clive Emdon, initially in an attempt to seize Mr Kweyi's cameras

With the help of a plain clothes policeman, Mr O'Donnell snatched the cameras and stripped them of film

Major Van Schoor was present throughout the incident At one stage Mr Kweyi handed him one of his cameras to stop Mr O'Donnell getting it The Major handed it to the plainclothes policeman

Mr Emdon appealed to him to return the cam- intact before the f were taken from t saying that neither directors nor himself any right to remove films or take the came

Mr Epstein threat and abused Mr Em after he had tried to him from grabbing cameras when he shou "Break the cameras smash them"

Later when Mr Kw and Mr Emdon approa Mr Epstein as he about to get into his he said "I will shoot if you take a picture me," and smiling, rea for his back pocket. did not produce a g

MR EPSTEIN
. . . "I'll shoot you"

(150)

Bakery staff stop work

ARGUS 12/8/75

MANAGEMENT and staff of Duens Bakery in Cape Town are to meet today to discuss a labour dispute which halted production for more than two hours early today.

About half the production staff, which is believed to total about 400 Blacks, stopped work at 5 am today in support of a long-standing demand, Mr F. Fouche, general manager of the firm, said today.

The police were informed and a police officer visited the factory. A police spokesman said the officer attended to see that the situation remained calm.

NOT WAGES

Mr Fouche said the dispute did not concern wages. It was a long-standing issue which had repeatedly come to the fore and a meeting would be held later in the day to attempt to reach a settlement.

Mr Fouche said he met representatives of the workers about 7 am and production was resumed soon afterwards.

A spokesman for the Workers' Advice Bureau in Athlone said the dispute was probably a continuation of one in which the bureau had acted for the staff.

In December the staff had called for a workers' committee to represent them under the Industrial Conciliation Act amendment of last year. The management had agreed to the formation of this committee by secret ballot.

Police stand by as 80 are paid off

RDM 12/8/75

By CLIVE EMDON, Labour Correspondent

EIGHTY African cleaners, sacked for striking for two days in a pay dispute, were paid off at Labour House yesterday, while a police contingent stood by. Their spokesman was taken away in a police car.

A lawyer representing the firm, Modern Office Cleaning Services, which has a usual work force of 320 men, said the dispute centred on working hours for a 5-day or 6-day week.

He said the Labour Department took the firm to court in 1974, charging the company with 182 counts of underpayment totalling R25 000. However, the department was unable to prove its case.

It had claimed that the firm should pay time-and-a-third for Sunday work.

"The cleaning workers had originally worked on Saturday afternoons and objected to this, saying it was a sporting afternoon. They agreed then to work on Sundays instead," he said.

"They also objected to working early on Monday mornings, after agreeing to do so. After the court case at the end of 1974, the firm decided to stop all Sunday work.

"The agitation started last week. Some came to work, others didn't. Men stood at the bottom of buildings and stopped workers from going to work. Some were beaten up."

He said that since that time, a director of the company, Mr Abe Epstein, had worked very closely with the police.

Yesterday, police stood by as 80 men were paid off by Mr Epstein and Mr John O'Donnell, another director of the firm, at Labour House.

The spokesman for the cleaning workers, Mr Eric Shelembe, said in an interview he had been asked to stay behind by Mr Epstein after the workers had been paid off. He said he had demanded long-service pay, having worked for the firm for eight years.

After Mr Epstein had left, Mr Shelembe was seen being driven to John Vorster Square police headquarters in a police car.

By last night, it was not known whether he had been released or charged.

Last week the workers claimed they were demanding an extra R15 a month for the extra hours-a-day they were required to work.

Mr Epstein claimed the minimum wage was R15 a week — R65 a month — but that many received much higher wages with bonuses

● The Rand Daily Mail has laid an official complaint with the Commissioner of Police against Major M J. van Schoor, of John Vorster Square, who stood by on Friday when a policeman and the two directors, Mr Epstein and Mr O'Donnell, seized cameras from a "Mail" photographer

1) 150
2) 282

150

(150)

POLICE and dog handlers arrived at Duens Bakery in Cape Town early today when about 100 workers were involved in a work stoppage. The men left about 10.15 am after about 15 workers had been arrested.

(150)

Bakery strike: 19 arrested

Cape Times 14/8/75

NINETEEN Black workers at Duens Bakery in Woodstock were arrested yesterday and four were dismissed from their jobs on Tuesday after strikes involving about half the firm's production staff.

The workers who were arrested will appear in the Cape Town Magistrate's Court tomorrow on charges under the Bantu Labour Regulations Act.

According to a statement to the Cape Times by the bakery's general manager, Mr J Geyser, the sole reason for the strike was a dispute over the method of electing a works committee.

"Representation was made to the management by some of the workers for the formation of a works committee and various days were set aside to enable all Black staff to make nominations and vote. During a period of three months only one single vote was cast.

"The reason for not voting was that workers wanted voting to be a show of hands rather than by the more accepted method of secret ballot.

"After consultation with the Department of Labour it was decided to reject the "show of hands" method as it could lead to pressure being brought to bear on uninterested or timid workers," the statement said.

Dispute at city bakery: 15 held

The Argus Crime Reporter 13/8/75

ABOUT 15 African workers were arrested early today on charges of taking part in an illegal strike at Duens Bakery in Woodstock, Cape Town.

A police spokesman said the men were expected to appear in the Cape Town Magistrate's Court on Friday.

A dispute began at Duens last week when the workers wanted to elect a workers' committee. The management agreed, but the workers wanted to elect the committee members by show of hands and not by ballot as required by law.

Disagreement and dissatisfaction over the voting procedure led to a brief dispute yesterday and after a fresh incident this morning, the police were called.

By 8 15 am the station commander of the Caledon Square police station, Lieutenant Colonel P. G Nieuwoudt, arrived and for the next two hours tried to explain the voting procedure.

He also told them that if they were still dissatisfied afterwards they could go to him and he would try to help them.

NO INCIDENTS

Meanwhile, about 40 policemen, doghandlers and members of the Security Police had arrived.

About 10 15 am Colonel Nieuwoudt told the workers that he had given them enough time and asked those who did not want to work to step forward. About 15 stepped forward and were arrested.

There were no incidents and no one was hurt.

Picture Page 9

Co-operation now over truck drivers

RDM 14/8/86

[illegible] Correspondent

[illegible] — [illegible] lawyers [illegible] paid off by [illegible] Bright Services, Wharf yesterday, after they refused to sign [illegible] over a complaint about a [illegible] ached quarter and [illegible] the dispute.

According to a [illegible] for the workers [illegible] injured the injured [illegible] week when he fell from a truck which can over [illegible] complainants [illegible] dangerous [illegible] hand-cread.

It was claimed that one of the workers who had witnessed the accident was then fired, allegedly [illegible] victimising of Minor [illegible] for being an agitator.

[illegible] labour officials [illegible] the management and the labourers were [illegible] yesterday.

A company [illegible] refused to give any information to the Press and reporters and cameramen were ordered off the premises.

The general manager of the company, Mr George [illegible] — who was unavailable [illegible] — said that the company had [illegible] from the Labour Court that [illegible] workers [illegible] that [illegible] training part [illegible] beyond [illegible] the dispute had begun last [illegible] the workers [illegible] ers' [illegible] The manager had [illegible] that the workers [illegible] to elect their [illegible] to other [illegible] not, as required by law.

Disagreement [illegible] dispute [illegible] the procedure had led to a brief dispute on Tuesday [illegible] incident [illegible] yesterday morning police were called.

The station commander of Caledon Square police station, Lieutenant-Colonel P G Nieuwoudt, arrived at 8.15 am and for two hours tried to explain the voting procedure.

He also told the men that if they were still dissatisfied, after [illegible] they could go to him and he would try to help [illegible]

Meanwhile, about 10 policemen, [illegible] and members of the Security Police arrived.

About 10.15 am Colonel Nieuwoudt told the workers he had given them enough time and asked those who did not want to work to step forward. About 15 stepped forward and were arrested. There were no incidents.

2) 70

150

Fired men protest

16/8/75

Mercury Reporter

SIXTY African labourers were refused re-employment at Freight Services Maydon Wharf after picketing the transport yard for more than four hours yesterday.

And their only leader all night was arrested when police intervened.

Earlier, tension arose when half the picketers refused to allow the other to collect their pay.

Order was only restored after Mr D. Steyn, Umgeni Station Commander, addressed the workers and gave them until 2 pm to leave the premises or be charged for trespassing.

The men were fired on Monday after staging a protest against the company's refusal to dismiss an Indian driver.

150

60 sugar truckers axed over stoppage

Natal Mercury 23/8/75

Political Reporter

SIXTY African sugar cane truckers involved in a work stoppage at Stanger for higher pay were yesterday dismissed by their employers, Natal United Transport.

This was confirmed yesterday by the Durban manager of the firm, Mr. E Garcia. The truckers were all employed to transport sugar to Stanger's Gledhow sugar mill.

"They were a very good crowd and we were very proud of them," said Mr. Garcia, who added that he hoped a great many of the sacked men would drift back to the firm on Monday to seek re-employment.

"We had no option but to pay them off. Once you begin to submit to this sort of pressure you are lost," he said, pointing out that the truckers had received a 25 percent wage hike in May this year.

He suspected that "agitators" may have been active among the men but conceded that it was "very difficult to pinpoint the source of the trouble."

The past five or six years had seen "dramatic improvements" in the wages and working conditions of the truckers. In many respects they were better off than men employed in similar jobs in Durban. However, a company spokesman refused to say how much the men were paid.

Mr. Garcia also said that production at the sugar mill was bound to be affected but it was impossible to say for how long.

'Strike' trial date set

Cape Times 23/8/75

186

THE 19 men who allegedly held a strike at Duens Bakery, Woodstock, will be tried in the Cape Town Magistrate's Court on November 10.

They are charged with refusing to perform their duties — a charge under the Bantu Labour Regulations Act.

The men appeared briefly before Mr F A H Johl yesterday. No evidence was led. Bail of R50 was extended and they were warned to appear in court again on November 10.

The men are:

Mr Willem Mquoquo, 23; Mr Shorty Gquabi, 59; Mr Lowel Somtseu, 46; Mr Robson Mkewa, 33; Mr Elijah Nzati, 60; Mr Zolile Matkiknea, 39; Mr Totwana Fundaqube, 48; Mr Stanford Xego, 50; Mr Richard Ramba, 65; Mr Vokele Mtseba, 44; Mr Tommy Koba, 57; Mr Milton Sigidi, 47; Mr Abraham Zokwe, 46; Mr Herbert Ndaba, 47; Mr Mzumbanx Jama, 46; Mr Precious Tontsi, 54; Mr Bukazi Nomatshaka, 47; Mr Johnson Yamba, 30; Mr Joseph Mavuso, 49.

Mr P D Theron prosecuted.

(150)

(1) 150

~~(2) 186~~

Strikers arrested

RDM 16/9/75

Staff Reporter

POLICE yesterday arrested 139 Rustenburg Bakery workers. The Africans had earlier gone on strike after demanding a R5 weekly pay increase.

On Sunday afternoon 42 employees went on strike demanding higher wages. They were persuaded to return to work but at 10.30 pm 29 walked out. At 3 am yesterday another 34 workers struck, followed at 7 am by a further 76 Africans.

At 9 am yesterday the 139 strikers were arrested. A police spokesman said every effort had been made to persuade the strikers to return to work The workers had earlier been addressed by a Department of Labour official. The bakery employs a staff of 280.

Natal Mercury 16/9/75.

150

Pay strike — 139 held

Mercury Correspondent

JOHANNESBURG — Nearly half the 280 African workers at a Rustenburg bakery went on strike for an extra R5 a week and were arrested yesterday for illegally striking.

A police official said every effort had been made to persuade the strikers to return to work pending discussions, but they would not listen to a Mr. Slabbert of the Department of Labour.

The policeman said the bakery used a shift system.

On Sunday afternoon, 42 African employees went on strike demanding an extra R5. They were eventually persuaded to return to work at 10.30 p.m., but 29 walked out again.

At 3 a.m. yesterday, 34 others went on strike and at 7 a.m. a further 76 refused to work unless the increase was immediately granted.

At 9 a.m. yesterday the 139 strikers were arrested.

Mr. W. A. S. van Rensburg, sales manager said: "My boss had told me not to say a word. I will not comment."

Reef strike settled

(150)

Staff Reporter RDM 24/9/75

A STRIKE over pay by 450 Africans at the Roodepoort Brick Works was settled yesterday after the strikers were taken to the Roodepoort police station.

A police spokesman said a Department of Labour in Johannesburg official spoke to the strikers and helped negotiations for a pay increase.

A spokesman for the brickworks not comment on the strike

150 A

(1) Agric-Gal
2: 246
3 150A

Farmer, consumer must co-operate

Mercury 30/9/75.

SIR, — In your newspaper of August 18, 1975, on page 5 in "Hers," Mrs. Dorothy "Watchdog" Perkins calls farmers to put their point of view in the cost of living war that is raging between producers and consumers and, on behalf of the Dundee Farmers' Union I wish to make a few comments.

May I, right at the outset, stress that it is a great pity that consumers should think in terms of a "war" between two groups who vitally need each other. The producer must have a market for his products, he must have a consumer to take up what he produces. On the other hand the consumer must have somebody to produce the products which they must have to survive. This then is an absolute partnership which reaches its perfect balance when the producer and consumer are directly linked together.

I think all further arguments must be based on this ultimate objective and we, from the producers' side, must do all in our power to start building the bridge over the very deep gap at present existing between producer and consumer, but I honestly believe it is also of vital importance that the consumers must also start building operations from their side, and Dorothy Perkins now has the organisation for doing this, while organised agriculture has all the tools to build such a bridge.

STOP ACCUSING

I therefore plead that producers and consumers should stop accusing one another, and should rather use those energies to come closer to one another, because I believe that our solution lies in shortening the distance between these two groups.

The second comment is that, from time to time, we publish factual figures to indicate to our consumers that the producer is not making all the profits which are fabricated in minds of people who wish to wage a war.

In 1973 I personally wrote an article indicating that, from 1950 to 1973, all consumer prices rose by 119 percent while producer prices rose by only 92 percent and, together with this information I submitted that the salaries from 1960 to 1973 increased by 207 percent for mine workers, 237 percent for factory workers and 258 percent for public service workers. I further proved that where farm produce was sold on open auction, in other words, where supply and demand was the only factor, prices had risen far higher than the controlled produce prices, which indicated that our consumers' buying power had played a very important role in increasing prices, and surely the producer could not be blamed for this.

FIGURES

In 1971 we again made an investigation and published the following information. In 1960 factory workers were able to buy 11,71 bags of mealies and 155,1kg of meat with one week's salary and in 1972 the same worker could buy 22,78 bags of mealies and 185,7kg of meat also with one week's salary.

On August 2, 1975 we made a statement at our mealie congress that the percentage of a man's salary spent on buying basic food like mealie-meal compares very favourably with overseas countries in spite of the fact that the South African producers have to contend with production factors unknown to overseas producing areas.

And finally, at the Natal Agricultural Union Congress on September 10 and 11 in Durban, up to date statistics were again made available.

I am trying to say that we, as producers, are not ashamed of giving our consumer friends the factual information, to prove to them that we are serious in our attempts never to exploit them, and I seriously hope that Mrs Perkins will accept my word for this, but at the same time she must also be prepared to accept that the producer also has a right to expect a livable return on his efforts, with all the hazards nature has in store for him.

BUYING PATTERNS

Now lastly, I am very glad that Mrs Perkins is called a "Watchdog" in the article that appeared in your newpaper. May I now respectfully submit that she also challenges the buying pattern of the people she represents, to satisfy herself that her people buy at the most advantageous prices. I have not the time to get the information to prove how important this matter is, but Mrs Perkins might be interested to know that our vegetable farmers received the following prices on the Durban market during the week of her letter appearing in the newspaper.

Cabbages at 5c per head, cauliflower at 16c per head, carrots at 2c per 1kg, beetroot at 10c per 1kg, potatoes at R2 per 15kg and onions at 35c per kg.

Now I suggest she asks her people what they paid for these vegetables during that week. I am confident that she will be shocked, and will then accept my further suggestion, and that is, that it is high time that organised consumers and organised producers came together to combine their efforts in looking for a narrowing of the gap at present separating these two groups, and I assure her she will, in this way, achieve much more positive results than merely talking about the problem.

My last word to Mrs Perkins is a quotation I have used before: "Burn down your cities and leave our farms and your cities will spring up again as if by magic, but destroy our farms and grass will grow in the streets of every city."

I M VAN ROOYEN,
General Manager,
Natal Agricultural Union

60 fired in hours dispute

Mercury 15/10/75

150

(1) 150
~~(2) 189~~
~~(3) 147~~

Mercury Reporter 15/10/75

PIETERMARITZBURG. — At least 60 men out of a total work force of 80 at Conac Engineering were dismissed yesterday after talks on overtime broke down.

Members of the works committee said the workers had for some years been working ten and three quarter hours a day for six days a week — and some times seven days a week.

The men were not paid overtime, he said.

Yet the factory was still in full production, the manager of Conac Engineering, Mr. E. Ege, said yesterday.

Because of the overtime issue the works committee had made representations to the management but these were dismissed, a committee member said. The men had then said they would not be working on Saturday, October 11.

When they arrived at work yesterday they were given the choice of work on the usual terms or they could resign.

The works committee went to the Department of Labour and asked them to arbitrate.

Without being given the opportunity to state their case the labour inspector told the men: "I haven't got time to talk," a committee member said.

The inspector then drove to Conac and talked to the fired workers.

Mercury 16/10/75

150

AGITATORS GET BLAME

Mercury Reporter

PIETERMARITZBURG — The dispute at Conac Engineering continued yesterday with a statement by management that the refusal to work overtime by 64 men had been caused by "agitators."

The 64 men arrived at 7 a.m yesterday and sat peacefully for several hours outside the factory gates. They moved off to a meeting in town when police and Special Branch men with cameras arrived during the morning.

The managing director, Mr. E. Ege, said that it was not true that the men had not been paid for overtime.

The men involved in the dispute had been paid overtime rates and had worked ten hours a day with a knock - off time of 4 p.m. on Fridays.

The plant was also closed on one Saturday in the month to allow time off.

"The entire incident has been caused by agitators," he said.

"On Tuesday I addressed the entire African labour force of 147 and explained to them that the company had worked overtime for the past eight years. Everyone had been paid for this extra work."

Mr. Ege said he had a number of meetings with the workers' liaison committee to explain the position and to ask them to be reasonable but without success.

"The men presented us with an ultimatum. They decided they no longer wanted to do overtime and failed to arrive last Saturday, said Mr. Ege

"I have always been fair. Workers who could not do an overtime shift for some good reason were excused. On top of that we pay the men 10 percent more than is laid down by the industrial council."

Yesterday the liaison committee claimed that the men were not given the opportunity to remain on at Conac if they did not want to work overtime. A member of the committee said they intended taking their case to the Department of Labour for arbitration

150

ENGINEERING FIRM DISPUTE PROBED

(1) 150 (2) ~~133~~ (3) ~~147~~ (4) ~~189~~

Mercury 17/10/75

Mercury Reporter

PIETERMARITZBURG — An urgent special meeting of the executive committee of Pietermaritzburg's Chamber of Industries was held here on Wednesday to investigate the situation at Conac Engineering which resulted in 64 of the firm's Black workers being fired.

The meeting was attended by Mr. E. Ege, Conac's managing director, who is a member of the executive committee, and an unnamed invited representative of a Bishopstowe engineering firm "who was also expecting some trouble," according to a spokesman for the chamber.

In a statement, issued yesterday, members of the executive said they had been "disturbed" by Press reports of unrest at Conac and "had investigated the facts of the situation."

Mr. Ege told the meeting the worker representatives of the liaison committee brought up the question last week of overtime working and they expressed the fear that workers believed that they could be dismissed for failing to work overtime.

They suggested the practice of regular overtime should be abandoned.

It has been the regular practice at Conac's to work Saturday mornings and an hour overtime every normal day, according to the statement.

Mr. Ege said that on Tuesday he addressed the men outside the works and explained the company policy on overtime — particularly in relation to the custom of regular overtime working and payment of enhanced rates.

He told the meeting that 64 men had chosen not to continue in employment under these conditions.

Inflation manifesto: can it work?

DR JOHAN CLOETE, Chief Economist of Barclays Bank, spots a number of weaknesses in the new Inflation Manifesto. Even so, he believes it can still make an important contribution in the battle to control inflation.

Whether or not the recent devaluation will encourage exports and discourage imports — thus reducing the current account deficit, as the step is intended to — it will certainly add considerably to inflationary pressure on the economy

Indeed, if South Africa's economy is to benefit at all from the devaluation, its inflationary effect will have to be effectively counteracted

Strict control over the money supply must be an essential part of any such anti-inflationary action, and this presupposes in particular that the Government should keep its money creation through the banking system down as much as possible

No anti-inflationary policy will be effective if there is too much money around

Important

However, it seems that the wage and price restraints which the Government has introduced also have an important — perhaps even the most important part — to play in the efforts to contain the inflation

It is possible, of course, to contain inflation by means of strict control over the money supply generated by the banking system and by the Government alone

This method of fighting inflation, however, creates high unemployment an eventuality which South Africa just cannot afford because of the repercussions on its Blacks

The use of monetary policy by itself to combat inflation causes unemployment because of the way in which the economy adjusts When the money supply is curtailed, so that there are not sufficient funds available to finance total monetary transactions at an increasing price level, it reduces real activity (that is, real demand, output and employment) instead of prices or even the upward push of prices and wages in line with the reduction or the slow-down in the money supply.

It is only when the resultant reduction in real activity brings about a substantial amount of unemployment, and a reduction in real business volumes, that prices and wages are reduced

In other words, while a monetary policy that is sufficiently restrictive will cure inflation the cure is likely to be preceded by a painful period of rising unemployment and little or negative economic growth in real terms

It is in this respect that the Government's new price and wage restraint policy can and must make an important contribution If it can operate to hold back wage and price increases directly, then the inflation rate can be brought down without the need to first create a large amount of unemployment.

The application of wage and price restraints will mean that South Africa will still be called upon to give up part of its claims on the domestic product as well as on products from overseas — and hence lower the standard of living — in the same way as a restrictive monetary policy would operate to reduce demands for and force a cut-back in consumption of goods and services

But wage and price restraint is a controlled reduction in living standards Nobody need lose his or her job and no employer need go out of business, as would happen with the application of an anti-inflationary monetary policy which first causes unemployment and business shut-downs, and only then brings down prices

Painful

With a wages and prices policy, the adjustment need not be via unemployment and a cut-back in output Prices or the rate at which prices are increased are influenced first and directly, and there is no need to go through the painful process of having to bring down prices by first bringing down output and employment

A very important part of the current anti-inflationary package is the undertaking by the Government that it will cut the rate of increase in public sector spending Not only must Government set an example, but it is virtually impossible to control the money supply if Government continues to indulge in excessive spending

All three

Only an integrated policy consisting of a simultaneous roll-back in the rate of increase in the money supply, in the rate of increase in wages and in prices and in the rate of increase in Government expenditure can cope with the inflation problem

We now have all three, or at least the promise of all three We can only hope that the promises will be kept.

A definite weakness of the ant-inflationary package seems to be the fact that the extent to which Government expenditure and, for that matter, the increase in the money supply during the six months ahead are to be curtailed, have not been qualified.

The extent of the roll-back in wage and price increases has been qualified, and it seems that the chances of success of the anti-inflationary plan would have been considerably enhanced if a definite figure could also have been put on the extent of the contemplated roll-back in the rate of increase in the money supply (say, an increase of not more than 5 percent in the next six months), and in Government expenditures

(The rate of increase in Government expenditure could have been fixed, say, at a figure of not more than 10 percent in the next six months)

Objectives that are expressed in general terms seldom yield satisfactory results, and indeed, do not permit of measurement of any progress made

A further potential weakness of the wage and price restraint policy is that it is voluntary There are those who will say that incomes policies — whether voluntary or not — have never worked overseas and when the price and wage controls are taken off again, then prices just shoot up once more

However, we should not give too much credence to the detractors of a prices and incomes policy within the present South African context

Incomes policies have not been very successful overseas largely because governments there have not been strong enough to enforce them and to keep employers and employees to the guidelines laid down, or because the controls over prices and incomes have not been accompanied by adequate control over increases in the money supply and in Government expenditure

Wage and price restraints will not be effective if the Government and the banking system are left free to increase the money supply at excessive rates.

It seems that even a voluntary prices and incomes policy has a good chance of working at the present time in South Africa, first, because the Government is strong and because participants to the agreement know that the Government can enforce wage and price controls if there should be no voluntary compliance

Second, labour is not in such a strong bargaining position as overseas. Indeed, the Government is in a position to control directly wage and salary increases of much of the labour force.

Essential

Moreover, employers in the private sector are not likely to require too much persuation in the present situation of rising costs, growing competition and uncertainty in the outlook for profits to heed the cutback in salary and wage increases — which, in effect, means they will be forced to cut back on price increases in order to maintain sales

Third, restrictive monetary policy can and should be used to provide the necessary compulsion Let us hope that we have learnt from overseas experience in this respect and that we fully realise the essential need for a co-ordinated policy package

Too much should also not be made of the contention that, once the wage and price restraints come off again, the dam will simply burst and prices will shoot up

Support

Such a state of affairs can readily be prevented by seeing to it that once the inflation rate has been brought down, there will be a continuation of responsible monetary and fiscal policies so that excessive price increases just cannot be financed.

Be that as it may, it certainly behoves all of us to give every support to the Government's anti-inflationary campaign, because if it does not work, then, to quote the Prime Minister's words in another context ", the consequences will be too ghastly to contemplate"

STAR 20/10/75 (150 A)

Anti-inflation drive's chance

Michael Chester, Financial Editor

By a ratio of nearly two to one, businessmen now forecast a reasonable chance of success for the Inflation Manifesto, according to a survey carried out by Barclays Bank and released today

The survey shows 61 percent feel that the voluntary policy of wage and price restraint should be "moderately effective"

However, 37 percent of businessmen predicted the programme will not be effective at all

Three in every four companies foresaw they would have to grant wage and salary increases over the next three to six months

Out of this total, 63 percent believed such increases would be only moderate, but 37 percent expected increases would have to be substantial

One in every four employers replied that wage and salary increases would be nil

On prices, 86 percent said they would have to meet further cost increases in the next few months and would have to increase prices in turn However, 70 percent of them expected only moderate rises

Still, there were 22 percent who expected cost and price rises to be substantial — and only 8 percent anticipated small increases

The majority of businesses forecast the current recession would continue well into 1976, with two-thirds of them expecting profit margins to be maintained over the next six months and 31 percent expecting cuts in profit margins

Only 6 percent of employers reported they were laying off labour A significant proportion, 44 percent of them, reported there was still a shortage of skilled labour

Italian PVC

The packaging division of Seligson and Clare is to import polystyrene and PVC materials from the Mazzucchelli group of Italy. Increased local demand has led to the import arrangement

Accounting

A three day course on finance and accounting for the non-accountant will be held at the Marison Hotel Johannesburg from October 20 to 22 C... Training, a computer training company is presenting the course

Cripples go on strike

Natal Mercury 21/10/75

Mercury Reporter

EMPANGENI — About 90 handicapped workers at the Jabulani Rehabilitation Centre near Empangeni, went on strike yesterday and refused to communicate with the chief organiser of the centre.

Mr. B. Darvill, who is responsible for the running of Jabulani, said that he was not aware of the workers' complaints, as they had refused to communicate with him. They demanded to see Mr R Sommerville, chairman of Jabulani, or Mrs Ian Scott - Barnes, wife of the chairman of the Natal Cripple Care Association on whose farm Jabulani is situated.

Mr. Robert Mthethwa, who has been at the centre for the last 10 years and is the Induna in charge of the workshops said yesterday that the workers were dissatisfied with deteriorating conditions.

He said that their meals were served late and some of the workers had been fined and they wanted to know who was fining them and for what reason.

"Conditions have deteriorated to such an exent over the last three months that 30 workers have left," Mr. Mthethwa said.

Mr. Darvill dismissed the claims

(150)

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3) 150

150

600 lose jobs in factory lockout

Star 28/10/75.

Own Correspondent

DURBAN — The 600 workers involved in the strike at Natal Cotton and Woollen Mills found the gates locked when they arrived for work today.

The managing director Mr V Daitz, confirmed today the decision to dismiss the entire work force, following the men's refusal to return to work unless the new personnel manager was dismissed.

The workers claim that the series of sacking which followed his appointment two months ago had no justification and were attempts to get rid of their leaders.

They said the 20 men involved in the dismissals, some with long service with the company, were replaced by men brought from the new personnel manager's previous company.

Already 80 new workers had been employed in this manner and the resident work force feared further dismissals would follow.

This morning the strikers were confronted by locked gates. Inside, the company's new security force patrolled with dogs

Police began to arrive and at 8.30 the officer in charge told the workers that yesterday's dismissal was final. He said they were causing an obstruction and ordered them to disperse.

The workers plan to hold a meeting later In the meantime they have sent representatives to a meeting of the Industrial Council in Durban

150

African labour force fired

Mercury 28/10/75

Mercury Reporter

MORE than 600 African workers involved in a strike at Natal Cotton and Woollen Mills at Mobeni yesterday afternoon were fired after refusing to return to work.

The strike which is believed to have been the result of dissatisfaction with the actions of a White employee of the factory, has paralysed production at the mill and according to the managing director, Mr. V. Daitz, it is unlikely that work will be resumed before the beginning of November.

"If the workers wish to make representation to the management and re-apply for their jobs, we will consider it, but in the meantime we are making arrangements for the hiring of an entire new labour force," he said.

About 2 p.m. yesterday, the workers laid down their tools and refused to work While police kept a watchful eye over the milling workers, a spokesman from the Department of Labour attempted to negotiate their return to work

After more than 400 day - shift workers made it clear they would not return to work they were ordered off the premises and paid off

At least 200 night shift workers arriving at the gates to go on duty at 3 30 p m refused to work in sympathy with the day shift and were also paid off and ordered to leave.

Factory paralysed as 600 strikers are fired

(1) 150 (2) 197 RDM 28/10/75

Own Correspondent

DURBAN — More than 600 African workers involved in a strike at Natal Cotton and Woollen Mills at Mobeni yesterday have been fired after refusing to return to work

The strike, which is believed to have been caused by dissatisfaction over the actions of a White employee of the factory, has paralysed production at the mill

According to the managing director, Mr V. Daitz, it is unlikely that work will be resumed before the beginning of November

"If the workers wish to make representation to the management and reapply for their jobs, we will consider it, but in the meantime we are making arrangements for the hiring of an entire new labour force," he said.

At about 2 pm yesterday, the workers laid down their tools and refused to work

While police kept a watchful eye over them a spokesman from the Department of Labour tried to negotiate their return to work

After more than 400 day-shift workers made it clear they would not return to work they were ordered off the premises and paid off.

At least 200 night-shift workers arriving for duty at 3 30 pm joined the strike in sympathy with their day shift colleagues and were also paid off and ordered to leave.

Mercury 29/10/75

150

Mill re-hirings to be decided on Friday

Mercury Reporter

A DECISION on the jobs of more than 600 African workers, fired from Natal Cotton and Woollen Mills at Mobeni after a strike on Monday, will be made by the company management on Friday when the workers arrive to collect their pay.

Negotiations between the works committee and management reached an apparent deadlock with workers still demanding the dismissal of the new personnel manager and the management refusing to discuss their grievances until they have been rehired and return to work.

The mill's managing director, Mr. V. Daitz, confirmed that the company's new personnel manager's efforts in reorganising labour had resulted in "a number of dismissals" but added that he was not prepared to discuss the matter further at this stage.

Workers, however, complained that about 20 men had been sacked in the past two months without justification and then accused the management of attempting to get rid of their leaders.

Police were at the mill gates when workers arrived yesterday, and after the management refused to allow any of the sacked men into the factory, a police officer ordered the crowd to disperse.

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Workers underpaid — claim

Mercury 30/10/75

Mercury Reporter

AN INDUSTRIAL labour inspector yesterday told a Durban magistrate that when he was called to investigate a "cessation of work" he was told by factory officials that several labourers were being underpaid.

Mr. George Hartslief was giving evidence before Mr. N. Strydom at the trial of 70 African workers charged with instigating, inciting or taking part in a strike at Selenite Products, of South Coast Road, Durban, on June 16.

At the outset of yesterday's hearing, held in Caxton Hall, Beach Grove, because of the large number of accused, Mr. J. W. Trengove (for the State) withdrew similar charges against 64 other workers who could not be traced. Three men had paid admissions of guilt of R40 each.

All of the accused have pleaded not guilty.

Mr Hartslief told the Court that he arrived at Selenite on the morning of June 16 after being summoned to investigate the "cessation of work."

It was pointed out to him by factory officials that "20 odd" Africans who had been working for the firm for a short period were being underpaid by 92 cents per week.

Under cross-examination by Mr. Z. M. Yacoob (instructed by E. Motala and Co), who appeared for all the accused, Mr. Hartslief said underpayment had not been the reason for the work stoppage.

The hearing continues today.

Black workers on trial

Mercury 31/10/75.

150

Mercury Reporter

A LOCAL contracts supervisor yesterday told a Durban magistrate he pleaded with his firm's labour force for 25 minutes to return to work.

Mr. R. C. Boyd was giving evidence before Mr. N. Strydom at the trial of 70 African workers charged with instigating, inciting or taking part in a strike at Selenite Products, South Coast Road, Durban, on June 16.

All have pleaded not guilty.

Only 69 accused appeared at yesterday's hearing, which is being held in Caxton Hall, Beach Grove, because of the large number of accused

Mr. Boyd told the Court that when he arrived at work on June 16 he found the firm's entire labour force milling round the yard.

Through their elected spokesman they told him they wanted more money. "Some were saying they wanted R10 a week more," said Mr. Boyd.

He tried for 20-25 minutes to get the men to return to work but they were not interested and eventually moved to stand on the pavement outside.

The hearing continues today.

150

Court told of Black pay stand

1/11/75

Mercury Reporter

A DEPARTMENT of Labour inspector had been told by a group of Africans who stopped work in June that an agreement had to be signed giving them an increase in wages before they returned to work, a Durban magistrate was told yesterday.

Appearing before Mr. N Strydom were 70 Africans, charged with instigating, inciting or taking part in a strike at Selenite Products of South Coast Road, Durban, on June 16.

They have all pleaded not guilty.

The State closed its case yesterday.

Giving evidence for the defence one of the accused, Mr. Phineas Maphumalo, said that on June 13 representation had been made to the "boss," Mr. B. Marais, for an increase in pay.

He said Mr. Marais had told representatives of the workers that if people were not satisfied with what they were earning he would pay them off.

"We were told to come back on Monday, June 16."

On that day the workers stood at the factory waiting for Mr. Marais.

The workers wanted to know if Mr. Marais was serious about the paying off. They waited throughout the day but no one spoke to them.

The next day, in the afternoon, a White man spoke to them.

He was from the Department of Labour and "suggested we go back to work."

Mr Maphumalo said the workers told him that an agreement must be signed, giving them an increase in wages

"On the following day, when the workers were gathered near the factory, the police arrived and ordered us to stand in a queue and collect our pay. We did so and then dispersed."

The hearing was adjourned until next January 23.

150

Axed men may get jobs back

Mercury. 1/11/75.

Mercury Reporter

THE 600 workers who were fired from the Natal Cotton and Woollen Mills at Mobeni this week will be allowed to reapply for their jobs on Monday.

The workers stopped work and were then fired after complaining that 20 men had been sacked in the past two months without justification.

They also accused the management of attempting to get rid of their leaders.

Negotiations between the works committee and management reached an apparent deadlock, with workers demanding the dismissal of a new personnel manager and the management refusing to discuss their grievances until they have been rehired and were back at work.

The mill's managing director, Mr. V. Daitz, said yesterday that he was prepared to discuss their grievances after the workers had come back to work.

However, he added that he would not discuss the possible dismissal of the personnel manager involved.

"Hiring and firing is our concern. This is a matter on which the workers will not be consulted," he said.

Meanwhile union representatives of the workers are considering an appeal to the International Textile Garment and Leather Workers' Federation in Geneva.

Cape Times 7/11/75

Workers to return

150

Own Correspondent

DURBAN. — More than 400 sacked workers from the Natal Cotton and Woollen Mills, Durban, decided yesterday that they would go to the factory gates this morning to demand that they are all re-employed.

At a meeting held yesterday afternoon by the 400 workers, their union officials reported on talks held during the day with the factory management.

Both sides have made concessions since the start of the dispute which started when workers demanded the sacking of a personnel officer at the factory nearly two weeks ago.

Management refused to discuss this question and workers were locked out of the factory.

Since then there have been discussions with factory management, representatives of the Industrial Council, union officials and Department of Labour officials.

A breakthrough came yesterday when the workers and management both made concessions in their demands.

The workers have agreed to return to the factory even though the personnel manager is still employed in the belief that he will be fired later.

It is believed that the management will not dismiss him immediately because they do not want to lose face.

Financial Mail 7/11/75

150

TEXTILES STRIKE

Blacks stay out

Striking Black workers at Durban's Natal Cotton & Woollen Mills (NCWM) appeared determined this week not to return to work unless their grievances are redressed.

At a mid-week meeting about 400 relatively skilled textile workers, who were still out after eight (normal production) days, strongly declared they were staying away from the mill and emphasised they were not being intimidated in doing so — though management insisted they were being put under pressure.

The mill closed on Monday last week when all 600 Black workers stayed away, alleging 20 men had been unjustly dismissed. Management fired all 600, saying they could re-apply for their jobs on Monday this week. By Wednesday about 200 had returned, and MD Victor Daitz was confident by the week's end "we should be back to full strength".

But the return of the 400 seems conditional on NCWM firing its personnel officer who, workers allege, is the source of an array of complaints and who, they add, had brought in about 80 of "his own men" from other factories.

However, Daitz says management is satisfied the officer fired only three workers — all justifiably. Any further complaints will be explored, he tells the *FM*. Any of the strikers not re-applying for their jobs would be replaced by new recruits.

Daitz is clearly banking on being able to draw from unemployed spinners, weavers and so on, hit by the industry's generally low production runs.

Court told of bakery strike

Cape Times 11/11/75

(1) 150
(2) ~~186~~

Staff Reporter

NINETEEN men, who were alleged to have gone on strike at a city bakery after the management dismissed four workers, appeared in the Cape Town Regional court yesterday on a charge under the Bantu Labour Regulations Act of refusing to perform their duties.

The men are: Mr Willem Mquoquo, 73, Mr Shorty Gqabi, 59, Mr Lowel Somtseu, 46, Mr Robson Mkewa, 33, Mr Elijah Nxati, 60, Mr Zolile Matkiknea, 39, Mr Totwana Fundagubi, 48, Mr Stanford Xego, 50, Mr Richard Ramba, 65, Mr Vakele Mtsiba, 44, Mr Tommy Koba, 57, Mr Milton Sigidi, 47, Mr Abraham Xokwe, 46, Mr Herbert Ndaba, 47, Mr Mzumbansi Jama, 46, Mr Precious Tontsi, 54, Mr Bukazi Nomatshaka, 47, Mr Johnson Yamba, 30, and Mr Joseph Mavuso, 49. All pleaded not guilty

Mr Flip Fouche, administrative manager of Duen's bakery, Woodstock, said that on August 11 about 130 workers, meant to have started work at 6am, were gathered outside the factory at 6.40am. They wanted to elect a workers' committee and threatened to gather outside the next morning if their demand was not met.

"We viewed it in a serious light and decided to take drastic action by dismissing four of the workers."

The next day the workers struck again, demanding that their colleagues be re-employed and that a workers' committee be established immediately. These demands were refused and police were called in when the men refused to go back to work

Mr A van Zyl Cilliers was on the bench. Mr F Silbert prosecuted and Mr C Steytler appeared for Mr Yamba The other men were represented by Mr P B Hodes together with Mr Steytler.

3 138
4 147

FM. 14/11/75

NATAL LABOUR

Communications gap

Industry won something of a Pyrrhic victory this week with the return to work of the majority of Blacks who went on a two-week strike at Natal Cotton & Woollen Mills (NCWM). The mill closed when workers alleged a number of men had been unjustly dismissed, and they demanded the firing of the mill's personnel officer, the source of their complaints, before they would return

Workers claim that last Friday one of their spokesmen was given a management undertaking that all strikers would be re-employed if they returned to work. Moreover, they claim, those left out in the cold include anyone who was a workers' spokesman, including all but one of 15 African liaison committee members and some National Union of Textile Workers' (Indian) shop stewards.

MD Victor Daitz, on the other hand, denies there was any firm undertaking to re-employ all. They had to re-apply. In the event, he says, about 100-120 were not re-engaged because NCWM had been busy hiring new workers during the strike. Those newcomers were now being trained.

He denied victimisation of workers' spokesmen, pointing out that of three shop stewards one had resigned, one had not been taken back, and the third was re-employed — and "he was the most vociferous of them all".

150

Star 19/11/75

Strike drop a boost for work groups

Political Correspondent

The Minister of Labour, Mr Viljoen, has disclosed a dramatic drop in the number of man-hours lost through strikes by Black workers since the introduction of works and liaison committees two years ago.

He told the Natal Chamber of Industries at a banquet in Durban last night it was "a real waste of time" to bargain on the disappearance of the works committee system.

What would happen instead in the future was that the system would be altered from time to time when the need for changes arose. This was why a draft Bill had just been distributed designed to improve the present system by giving agreements reached between employers and Black workers the force of law among other things

Mr Viljoen said that in 1973 — the time when works committee legislation was introduced — 1,3-million man-hours had been lost in Black strikes

Last year the number had dropped to 653 000 and up to the end of September this year, only 86 000 man-hours had been lost in this way.

BETTER NOW

"I mention these figures to show to what extent the Act has contributed to remove misunderstandings and false impressions and to establish a basis through which better human relations can be brought about on the labour front," he said.

Regardless of the progress made since the Act was amended, Mr Viljoen said he was eager that more employers should use the committee system, because it could only contribute to a more satisfied labour force and to happier employer-worker relations

The Minister applauded some employers for their positive attitude. One of the largest organisations, he said, had established a special section to assist its members in the formation of liaison committees.

1. 150
2. 134
3. 147
4. 325
5. 329

1. 134
2 138
3 147
4. 150

APPEAL FOR LABOUR LINK WITH BLACKS

ARGUS 21/11/75 **The Argus Correspondent**

DURBAN. — Experience had shown that South African workers have failed to avail themselves of the opportunity to establish the committees provided for in the Bantu Labour Relations Act of 1953, according to Mr Marais Viljoen, the Minister of Labour.

Mr Viljoen was speaking on communication between workers and employers at the annual banquet of the Natal Chamber of Industries in Durban.

'As Black employees predominate in your industrial sphere as well as in most sectors of our general economy, it speaks for itself that we should devote special attention to the creation of such effective channels of communication with our Black workers that they can rightly feel that proper attention is being paid to their needs,' he said.

Mr Viljoen mentioned the 1973 Natal strikes and said that at the time — after the 53 Act had been in existence for 20 years — less than 200 workers' committees had existed.

AMENDED

'It was realised at the time that something had to be done. . . . the Act was accordingly amended to provide, among other things, for the establishment of proper channels of communication between employers and their Black employees,' he said.

'Provision was then made for the establishment of liaison committees consisting of an equal number of representatives of workers and employers'

Mr Viljoen said: 'In support of this I wish to mention that up to the present no less than 2 273 liaison and works committees have been established since the Act was amended during 1973.'

He pointed out that there had been 246 strikes involving Black workers (a loss of a total of

Mr Marais Viljoen

1 300 000 man-hours) in 1973, whereas this number had dwindled to 189 (653 000 man-hours) in 1974, and 91 (86 000 man-hours) during the first nine months of this year.

Of the 435 strikes which had occurred during 1973 and 1974, only 35 had taken place in establishments in which committees had been established.

Mr Viljoen said that his department had just distributed a Draft Bill 'designed to improve the present system in several ways — the most important being to give agreements reached between employers and their Black workers the force of law.

'Our special immediate priority as industrialists, he said, 'is to increase the skills and productivity of our labour now so as to be prepared for the next upturn in the economy.

'If we do not, we shall see inflation in South Africa as we have never seen it before.'

5. Whom do you take your problems to? .....

.....

.....

6. Has the above person(s) helped to solve your

(1) Yes
(2) No
(3) Sta
(4) Do
(5) No

EMPLOYMENT HISTORY

7. Please list all jobs held for a period up to

Firm	Place	Type

1. 150

2. ~~147~~

Minister is 'wrong' says Scheepers

Mercury 24/11/75

Mercury Correspondent

PRETORIA — The Minister of Labour, Mr. Marais Viljoen, was wrong when he claimed the Works and Liaison Committee system was the main reason for the decrease in the number of man hours lost through strikes this year, Senator Anna Scheepers, president of the Garment Workers' Union, said yesterday.

She claimed if the Minister was in touch with the labour situation in South Africa he would know that the major reason was the fear among Africans of losing their jobs if they went on strike, especially at a time when considerable economic slack had developed.

"The Minister must not use the man hour loss as a measure of the depth of industrial peace in this country. There is grave and widespread discontent among Black workers, especially with the refusal of the Government to grant them full trade union rights."

Mr. Viljoen addressing the Federated Chamber of Industries banquet in Durban last week said in 1973 — the year the Works Committee legislation was introduced — 1,3-m man hours were lost in Black strikes.

Last week the total

Last year the total up to the end of September this year only 86 000 hours had been lost.

Senator Scheepers said there had been a number of recent strikes in the garment industry which had never been reported because swift Union action had brought about swift settlements.

She warned that the Works Committee system could never work. It would merely camouflage growing labour discontent which would eventually surface in industrial unrest.

Treated like children claim

Mercury Reporter 6/12/75

INDIAN drivers who staged a sit-down demonstration yesterday at Tanker Services—a long-distance haulage firm in Jacobs—said they had been treated "like children" by three White staff controllers at the firm.

About 140 Indian and several African drivers work for the firm, which transports bitumen, gas and other products in huge trucks between Natal, Transvaal, South West Africa, Rhodesia and other outlying areas.

The drivers, who did not want to be named, said that three young White controllers did not treat them with respect and scolded them from "morning to night."

They are paid R40 a week plus a bonus of R5 which "many never see because it is always deducted as fines against us."

They said the R5 fine was imposed on them if they were late for work, answered back or protested against working overtime after they had completed a 10-hour shift.

One of the spokesmen for the drivers said: "We are not given prior notice of long-distance trips that, at times, last up to two weeks."

When the Mercury called at the Tanker Services office yesterday, a receptionist said the manager, Mr. D. West, was in conference and could not be disturbed.

When the Mercury telephoned Mr. West later he was said to be "not available."

(1) 150

(2) 3rd

100 drivers sacked

Star 8/12/78

Own Correspondent

DURBAN—All 100 drivers at the Mobeni haulage firm, Tanker Services, who stopped work on Friday in a dispute about their White supervisors, have been sacked.

A spokesman for the drivers said today they had been told to collect their pay tomorrow.

Police and Department of Labour officials called to the scene on Friday told the workers to leave the premises as they had been fired after negotiations broke down. According to a spokesman, the drivers said they would return if the three White supervisors resigned Management refused

(1) 150

(2) ~~314~~

35 sit-in drivers lose jobs

Mercury 9/10/75

Mercury Reporter

TANKER SERVICES, the haulage company in Jacobs, has called in "borrowed" drivers from other companies in the same group to keep their trucks moving following the dismissal yesterday of a number of Indian drivers, a spokesman for the company said.

The company's manager for Natal, Mr. D. West, said staff had coped with deliveries of bitumen, molasses, sugar and liquifying gas since Friday when drivers staged a sitdown protest to air their grievances.

Mr. West added: "The truth is only 35 drivers were dismissed for refusing to work, after we had assured them that we would look into their grievances." The firm employs 123 drivers.

"However, we are not prepared to meet their demands to have our three controllers fired. But I feel this whole thing will sort itself out and we will soon have all our Indian drivers back again."

Indian drivers claimed yesterday that more than 70 men were fired and that the company did not want to negotiate with them. They complained that they were being treated like "children."

They also said that the company's head office in Johannesburg was not aware of their plight and that they wanted one of its repesentatives to come down to Durban to look into their grievances.

have you found staff and tutors. Comment

Blind workers threaten staff

Cape Times 10/12/75

1. 150
~~141~~
3 ~~283~~

Own Correspondent

DURBAN. — About 150 blind Africans at the Natal Bantu Blind Society's workshops in Umlazi went on a brief strike yesterday and threatened the White staff with violence before the police quelled the disturbance.

Mr Jack Cornell, the Society's president, said that the strike concerned a pay dispute.

Yesterday the workers approached Mr John Edwards, the manager at Umlazi, with pay demands.

The workers became threatening and, according to Mr Cornell, the White officials were forced to slip out at a side gate and walk to the police station about two km away.

Col Piet Venter District Commandant, Durban South, and a number of African policemen spoke to the workers

Later yesterday Mr Cornell said the disturbance was over He said the workers had received R25 000 worth of pay increases this year.

r fewer tests? Essays and

PS 23.9.1975

(1) 150
(2) ~~283~~

Blind in holiday pay row

African Affairs Correspondent

ABOUT 150 blind Africans at the Natal Bantu Blind Society's workshops in Umlazi stopped work briefly yesterday and threatened the White staff before the police quelled the disturbance.

Mr. Jack Cornell the society's president, told the Mercury that the men and women at Umduduzwem went on holiday for there weeks at the end of each year.

"They are given three weeks' full pay before they leave and two week's pay when they return."

Yesterday, the workers approached Mr. John Edwards, the manager at Umlazi, and demanded the five weeks' money in advance. They said they would refuse to accept any money if not paid in full.

The workers became threatening and, according to Mr. Cornell, the three White officials were forced to slip out at a side gate and walk to the police station about two kilometres away.

Colonel Piet Venter, District Commandant, Durban South, and a number of African policemen spoke to the blind workers.

Later, Mr. Cornell said the disturbance had ended and the workers had accepted their three-week holiday pay.

He told the Mercury that the wages ranged from R8 a week to R20.

At the same time, the workers had R25 000 of pay increases this year even though the Bantu Blind Society was running at a loss of between R30 000 and R50 000.

STAR 30/12/75.

Black union in plea to TUC

The Star Bureau

LONDON—The chairman of the international committee of the British Trades Union Congress, Mr Jack Jones, is expected to consider an appeal to the TUC to intervene in a South African problem.

The African Metal and Allied Workers' Union has asked the TUC to intervene in its two-year struggle for recognition by the Leyland Motor Corporation of South Africa.

The appeal alleges that Leyland South Africa has harassed and obstructed the union to the extent of sacking shop stewards and on one occasion calling in the Special Branch.

ACCEPTED

Disclosing this today, Adam Raphael of the Guardian says that though Leyland International has accepted some parts of the recommendations by the British select committee which inquired into wages and conditions of African employees of British firms in South frica, it has not changed its attitude towards African unions.

In a memorandum drawn up for the TUC on the Leyland situation, the union's secretary, Mr Alpheus Mthetwa, alleges he himself was a victim of hostility when he attempted to recruit new members at Leyland's Elandsfontein plant in November 1974.

ARRESTED

He was arrested by security police, detained for 14 hours and threatened with a number of charges.

Raphael says the managing director of Leyland South Africa, Mr T P Murrough, made it clear in a recent interview that he was not prepared to recognise Black unions until the South African Government changed its policy.

"One must respect the fact that the Government have made their statement on the issue of Black trade unions and they are improving upon their labour laws. My view is a simple one. As long as we are doing the best we can, I believe we are OK," he said.

RDM 8/1/76

(1) 150

(2) ~~29~~

Strikers back on ice

DURBAN. — About 26 workers who were dismissed at the Durban Ice and Cold Storage Company on Tuesday after a wage dispute have been rehired and were back at work yesterday. RDM 8/1/76

The strike disrupted meat supplies to butchers throughout the Durban area after the workers had demanded an immediate R2,50 a week wage increase.

It was the latest of a number of strikes to hit the meat industry in Durban and follows the paralysing of the abattoir over the Christmas period when 260 workers went on strike over the dismissal of a Black employee. — Sapa.

Induna strike threat

Cape Times 9/1/76 (1) 150 (2) 193

Own Correspondent

DURBAN. — Nearly 500 Coronation Brick Company workers last night angrily left a meeting with their management and threatened to strike today over the company's refusal to dismiss an unpopular induna.

The meeting had been called after work stoppages at the factory because of the company's continued employment of the induna.

Some time ago the man had been involved in a fight with two labourers.

Although until yesterday it was thought the issue had been resolved the matter flared up as a result, it is believed, of a letter of demand written by the induna's attorney to the men involved in the incident.

DEMAND

At last night's gathering on the company field, workers from both Coronation Brick's Red Hill compounds angrily demanded the dismissal of the induna.

But the White management was adamant the man would remain with the company in spite of threats from the labourers not to return to work until he had been sacked.

Police were present at last night's meeting but remained inconspicuous.

152

HANSARD NO 1 col 18

Hansard no 1 col 18.

THURSDAY, 29 JANUARY 1976

† Indicates translated version

For written reply

Bantu workers. Strikes

64 Dr A I BORAINE asked the Minister of Labour

(1) Whether any strikes involving Bantu workers occurred during 1975 if so (a) how many and (b) in how many cases were the strikes caused by wage demands

(2) whether any of the strikes occurred in undertakings in which (a) liaison committees and (b) works committees had been established in terms of the Bantu Labour (Settlement of Disputes) Act if so how many in each category

The MINISTER OF LABOUR

(1) Yes

(a) 119

(b) 87

(2) Yes

(a) 30

(b) 4

6. The law of increasing (relative) cost is <u>incompatible</u> with

   1. A p.p. frontier going from NW to SE.
   2. A p.p. frontier being a "bowed-out" curve.
   3. The law of Diminishing Marginal Returns.
   4. A p.p. frontier of constant slope.
   5. A p.p. frontier of varying slope.

7. Choose the statement that is incorrect.

   Specialisation and division of labour

   1. Lead to economics of mass production.
   2. Are limited by the extent of the market.
   3. Lead to more economic interdependence.
   4. Cannot exist in say the Soviet Union where the price system does not operate.
   5. Would still be beneficial even if everyone were exactly alike.

8. Which one of the following must be held constant in drawing up a production-possibility frontier ?

   1. Total resources.
   2. Quanity of money.
   3. Money income.
   4. Prices.
   5. Allocation of resources among alternate uses.

9. The law of diminishing marginal returns demonstrates that, as more and more of a variable input is put to work with a fixed amount of another input :

   1. Total product will diminish because the extra units of the variable input will be less lucing that commodity.
   2. A diminishing amount of the will be needed in order to produce equal incre product.
   3. Increases in total product great, because the extra units of the variable input will cost more.
   4. The relative shorta l cause increases the total product maller.
   5. Increasing costs wi ease to diminish.

10. In an economy in which , constant amounts of resources, and uncha

    1. To increase the pro requires an increase in the pr s.
    2. To decrease the pro necessitates a decrease in produc
    3. To increase the pro is impossible.
    4. To increase the pro a decrease in the production of cons
    5. None of the above.

11. Price elasticity of dem tity demand to

    1. Measured by the slo
    2. A measure of the re changes in price.
    3. The ratio of the ch ... price over the change in income.
    4. None of the above.
    5. Two of the above.

Strikes: Bantu workers

(64) Dr A L BORAINE asked the Minister of Labour

(1) Whether any strikes involving Bantu workers occurred during 1976, if so, (a) how many and (b) in how many cases were the strikes concerned with wage demands,

(2) whether any of the strikes occurred in undertakings in which, (a) liaison committees and (b) works committees had been established in terms of the Bantu Labour Relations Regulation Act, if so, how many in each category

The MINISTER OF LABOUR

(1) Yes

(a) 105

(b) 69

(2) Yes

(a) 24

(b) 2

(152)

Hansard 8 Q cols 654-660 17/3/77

(1) 786

(2) 150

City bakery strike: 14 workers fined

W/E ARGUS 31/1/76

FOURTEEN men charged with attending an illegal strike at Duens Bakery last year, were found guilty by a regional magistrate in Cape Town yesterday and each fined R100 (or 90 days), suspended for three years.

Mr Vakele Mtsiba (44), and Mr Precious Tontsi (54) were discharged during the course of the proceedings because they were not identified by State witnesses.

Three others were found not guilty because there was doubt as to whether they should have been at work at the time they were arrested. They were: Mr Shorty Gqabi (59), Mr Lowel Somteseu (46), and Mr Totwana Fundagubi (48).

All 19 men had pleaded not guilty.

SECRET BALLOT

Evidence was that the men who had been pressing for a workers' committee since December 1974, were dissatisfied with the management's decision that voting for representatives should be by secret ballot.

They maintained that most of the men were illiterate, and wanted to elect the men by a show of hands.

They were also unhappy about the dismissal of four workers at the bakery the previous day.

Mr Henning Botha, an industrial inspector with the department of Labour, said he arrived at the bakery at 7 30 am on August 13 last year. He approached the men with the manager, Mr Flip Fouche, who asked them why they didn't want to go to work, and if there was a problem.

WARNED

He said they were warned by the police that they were participating in an unlawful strike and asked to disperse or they would be arrested. Those who remained were arrested at about 10 am.

DD 5/2/76

Bus men on

EAST LONDON – Police armed with rifles and submachine-guns, and accompanied by dogs, yesterday ordered strik outside the premises of the Ciskei Transport Corporatior disperse – or force would be used.

Drivers and maintenance staff struck after a liaison committee member, Mr Michael Ngesman, was dismissed

Representatives of the 300 drivers and 150 maintenance staff asked the police officer in charge, Col G. J Odendaal, to arrange a meeting with the CTC general manager, Mr H J Smal

They said Mr Ngesman had been elected by them to the liaison committee, and they therefore wished to discuss his dismissal. Mr Ngesman had alleged he had been dismissed because of his refusal to sign a new wage agreement between the CTC and maintenance staff.

Col Odendaal told a former liaison committee member, Mr I. Mxo "We want you all to disperse. If you do not listen to the police it will be necessary for me to take further action and send my men in to disperse you.

"We have to do something about the strike as it s forbidden. If you have not dispersed in 15 minutes my men will deal vith you"

Col Odendaal then told the strikers the CTC service was vital to thousands of workers in East London He appealed to them to return to work

Mr Mxo asked Col Odendaal to fetch the general manager, Mr Smal so that the strikers could talk publicly and in the presence of Mr Ngesman

The strikers then called on Mr Ngesman to give Mr Smal his version of what had happened.

Mr Ngesman said. "The management of CTC called all the liaison committee members together and told us there would be no wage increase for all maintenance staff until 1977."

Mr Ngesman said he reported back to the staff. The wage agreement was rejected.

"The general manager told all the liaison committee members they had to sign the agreement.

"Four of us refused to sign" Mr Ngesman said.

"The general manager told us those who refused to sign would be dismissed, one by one."

Mr Ngesman again refused to sign Another meeting was held in the presence of a Labour Department official: again the agreement was rejected.

The official, a Mr Brand, "told us we would not get any privileges at all. Instead of three weeks' leave we would now only get two weeks.

"Mr Smal then summoned me on Monday morning and told me I had been dismissed because I had refused to sign the agreement," Mr Ngesman told the strikers.

The Labour Department was again called in after the strike — initially only of maintenance staff — had started

Mr Ngesman sai Smal offered to re-e him, but only as a employee" and a Reeston depot, inst at Braelyn He woul lose his position o liaison committee

"That is the reaso the strike started ag the maintenance staf Ngesman said

After Mr Ng finished addressin strikers, Mr Smal them "There is n agreement, or document that has signed by the members."

Asked about Mr man's dismissal, Mr said there was a reason."

"He has howeve re-employed, but as dismissed he would as a new employe would get the same he had been paid.

"We have even to pay him for ye although he was work," Mr Smal said

Mr Ngesman late "We will contin strike." — DDR

Extra trains, page 2
Pictures page 11.

DD 5/2/76

Trains provide extra services

EAST LONDON — The total lack of buses to bring black workers to East London has only caused delays of "a few minutes."

This was said by the Railways Operating Superintendent, Mr D J Burger, yesterday An extra three trains, to carry 2 400 more passengers, were run last night to replace the strike-hit bus service Two or three extra trains would be run this morning, Mr Burger said

Extra railways staff had been provided, and Mr Burger said that even if black workers were delayed by having to use trains instead of buses, they would only be held up for "a few minutes"

He did not expect staff problems on the railways or at the East London harbour, as most workers used the trains normally

However, many industries felt the effects of the strike when workers — especially those on afternoon shifts — were late or did not arrive.

The chairman of the East London Chamber of Industries, Mr R. Recsei, said the strike would cause hardship to workers having to pay more for taxi and train fares

"It is a bad advertisement for the Border area as far as attracting industry is concerned," Mr Recsei said

The chairman of the Chamber of Commerce, Mr T S Peters, was concerned the strike could affect the harbour, which he said was vital to all.

Many employers are transporting their own staff Most are using methods introduced during the 1974-75 bus boycott

Mr A Wilson, the production manager of Chloride a West Bank firm employing about 700 Mdantsane workers, said his firm had arranged with the Railways for transport Nevertheless there had been disruptions which he expected would continue today.

"Last time the bus service was disrupted we lost about R225 000 in lost production, late deliveries, penalty clauses and loss of sales, and we will have to continue to provide transport and to assist our workers."

[redacted]

320
150

(1) 105
(2) ~~150~~

STAR 5/2/76.

Busmen in pay strike

Own Correspondent

EAST LONDON — Armed police with dogs are standing by at the workshops of the Ciskei Transport Corporation in East London where 60 percent of the corporation's bus drivers are on strike over a wage dispute.

The strike, which has seriously affected transport facilities between East London and the African location at Mdantsane, started yesterday after one of the corporation's liaison committee members, Mr Michael Ngesman, had been fired over a wage dispute

But today the general manager of the bus company, Mr M J Smal, denied it was in fact a strike.

"It is most definitely not a strike but a dispute between management and staff which began when I dismissed Mr Michael Ngesman for a very valid reason yesterday," he said

Mr Ngesman, who was employed as a counter hand in the store department, claims he was told there would be no wage increase for staff in the maintenance section this year

He claims he and three other staff members refused to sign a wage agreement and he was then fired

Mr Smal said today there was no agreement in force "It expired during the time of the previous ownership and the matter came up for discussion in the hope of negotiating an agreement with all Black employees of the company, but it was never finalised"

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Bus service men fired

DD 6/2/76

EAST LONDON — The entire black maintenance staff of the Ciskei Transport Corporation was dismissed yesterday.

The black drivers are still on strike and white drivers and maintenance staff are now manning the city's black bus service.

The general manager of the Ciskei Transport Corporation, Mr H. J Smal, told the Daily Dispatch after a meeting held at the Xhosa Development Corporation that "all maintenance employees have been discharged by me"

Mr Smal said the maintenance staff who went on strike on Monday, had been dismissed by him because they were in effect "contravening the Riotous Assemblies Act through their striking"

"At present, with most of the black drivers on strike, we have had to use the white maintenance staff and white bus drivers to tide us over this period.

"Also assisting with the driving are the black bus inspectors, the driving school instructors and a number of black drivers who have not gone on strike," he said

The meeting at XDC was attended by representatives of the Chamber of Commerce, the Sakekamei; the Labour Department Chamber of Industries, the XDC, and the South African Police and Security Branch

The Minister of Health for the Ciskei, Mr L. F Sivo, and the public relations officer for the XDC, and King Williamstown's XDC director, Mr B Neiyo, were also among those who attended yesterday's meeting

At 5 am yesterday, the drivers on strike, together with a large number of Maintenance staff, gathered at the entrance to Mdantsane to discuss the steps they should take before consultations with the CTC.

Mr Neiyo addressed the strikers, and after an hour of negotiating they agreed

Bus strike ends

Daily Dispatch 7/2/76

EAST LONDON — The strike by black bus drivers here is over.

At 2 pm yesterday the 300 drivers and 150 maintenance men of the XDC-owned Ciskei Transport Corporation went back to work after a six-hour meeting with the company management

All the men have been re-employed by the company

The managing director of the XDC, Mr F Maritz, said after the meeting. "There was a terrible misunderstanding on both sides, but all the differences have been thrashed out The bus service is now operating normally again."

The strike had cost XDC between R80 000 and R100 000, he said

The four-day strike and the dismissal earlier this week of the 150 maintenance men resulted from a wage dispute

Mr Maritz said that during yesterday's meeting no demands had been put to him by the workers' representatives.

"I explained to them the wage agreement was still in draft form and the Labour Department with which we have been negotiating since August last year is the advisory body as far as the agreement is concerned," Mr Maritz said.

"All concerned with the strike and the firing of the maintenance men have realised we operate a service to the community and the way to solve internal matters is round a conference table and not through strikes," he said.

Early yesterday the Mdantsane bus terminus was a scene of chaos as residents of the township swarmed aboard the few buses operating to take them to work

People unable to board the buses had to resort to taxis and private and rail travel

Later in the morning three CTC buses brought the striking drivers and fired maintenance men to the company premises for discussions with the management

The buses were driven into the depot and the steel gates at the entrance were then closed and guarded by police with batons, rifles and dogs.

A group of maintenance men who had arrived in their own transport remained outside the premises when they saw the entrance guarded by police

There were, however, no incidents

One agreement of the meeting was that all drivers and maintenance staff will now get three weeks' leave

Previously maintenance men got two weeks' leave, but drivers got three weeks after serving a year with the company

It was also agreed that employees would elect a new liaison management committee on Monday. — DDR

~~P106~~ (2) 344 (3) 150

150

150A

Unions divided on manifesto

STAR 9/2/76.

Labour Reporter

Trade union differences and complaints are threatening the unqualified extension of the anti-inflation manifesto.

Informed sources say the austerity pact is likely to be extended to September 30 when the signatories meet in Cape Town on Thursday.

But they believe the effectiveness of extended wage restraint will depend on the extent to which adherence to price restraint can be tightened.

Severe dissatisfaction with the proposed extension became apparent at an executive meeting of the 190 000 strong White Confederation of Labour on Friday

Observers feel the confederation may be unable to hold all its member unions to the extension unless it gets substantially improved guarantees that the rest of the economy and the Government will make similar sacrifices

The multiracial 210 000 strong Trade Union Council of South Africa is prepared to go ahead with the extension provided that.

- Workers earning less than R300 a month are excluded from making wage sacrifices. At present the limit is R125.
- Workers earning more than R9 000 a year make greater sacrifices than the 30 percent of the rise in the cost of living currently demanded from all workers.
- Non-signatories, such as the banking and insurance industries, doctors, dentists, architects and other professions are made to abide by the terms of the manifesto
- Loopholes in the manifesto are closed.

QUESTION 4

Mansard 3
col 177
11/2/76

Strikes during 1975

65 Dr A I BORAINE asked the Minister of Police

(1) Whether police intervention was sought in respect of any strikes during 1975, if so, how many,

(2) whether any workers were (a) arrested and (b) charged if so (i) how many in respect of each strike and (ii) what were the charges against the strikers in each case

The MINISTER OF POLICE

(1) Yes, in 61 cases

(2) (a) and (b) Yes

(i)	(ii)
139	Illegal strike
6	Public violence
3	Public violence
31	Illegal strike and continuation of strike
2	Illegal strike and continuation of strike
16	Illegal strike and continuation of strike
4	Illegal strike and continuation of strike
16	Incitement of others to take part in a strike
19	Illegal strike
2	Intimidation of persons in relation to their employment
55	Illegal strike
8	Illegal strike
31	Illegal strike
1	Illegal strike
11	Illegal strike
11	Illegal strike
11	Illegal strike
19	Refusing to obey lawful command of employer
15	Public violence
9	Illegal strike
8	Malicious injury to property
78	Breach of contract by persons employed in public utility services
1	Arson
7	Illegal strike

152

HANSARD NO. 4 COL 213 22/2/78

152

Industrial strikes

248 Mr R B MILLER asked the Minister of Labour

(a) How many industrial strikes took place during 1977, (b) how many (i) employees participated in and (ii) companies were affected by these strikes and (c) how many employees were prosecuted for strike action during 1975, 1976 and 1977, respectively

The MINISTER OF LABOUR

(a) 40

(b) (i) 8 162

(ii) 40

(c) 1975—285
1976—300
1977— 45

Hansard 7 Q cols 599-600 9/3/77

Strikes

(601) Dr A L BORAINE asked the Minister of Police

(1) Whether police intervention was sought in respect of any strikes during 1976, if so, in respect of how many,

(2) whether any workers were arrested and charged, if so, (a) how many in each race group in respect of each strike and (b) what were the charges in each case

152

The MINISTER OF POLICE

(1) Yes, in 60 cases

(2) Yes

(a)	(b)
30 Bantu males	Illegal strike
21 Bantu females	Illegal strike
1 Bantu female	Incitement of others to take part in a strike
208 Bantu males	Illegal strike
11 Bantu males	Illegal strike
108 Bantu males	Illegal strike
75 Bantu males	Illegal strike
3 Bantu males	Intimidation of employees
2 Bantu females	Intimidation of employees
25 Bantu males	Illegal strike
1 Bantu male	Incitement of others to take part in a strike
51 Bantu males	Disturbance of the peace on mine property
25 Bantu males	Illegal strike
9 Bantu males	Illegal strike
15 Bantu males	Incitement of others to take part in a strike
3 Bantu males	Incitement of others to take part in a strike
30 Bantu males	Illegal strike

(1) 150
(2) 197

BOSS FLIES IN TO SETTLE DISPUTE

15/2/76 Tribune Reporter

THE London-based managing director of a South Coast textile firm flew urgently back to South Africa this week to settle a labour dispute.

More than 250 African and Indian factory hands stopped work on Monday because of dissatisfaction over wage increases offered by the management of Margate Textiles, near Ramsgate.

They were offered average increases of R3 a week, managing director Mr I. Schamroth told the **Sunday Tribune** yesterday.

Mr Schamroth said he flew to South Africa as soon as he heard there was trouble.

He believed the stoppage was caused by about six "stirrers" from the Transkei who threatened other workers and stopped them going to the factory.

"About 90 percent of the men didn't know what the fuss was about, but they were scared because they had been threatened with their lives," he said.

"We have resolved the dispute and the men have been told to come to work as usual on Monday."

Strike: Court report

Cape Times 17/2/76

(1) (150)

(2) 186

IN A CASE heard on January 30 this year when 14 men were found guilty of striking at Duens Bakery, the Cape Times reported the magistrate as saying the accused had been misled by the Department of Labour.

This was incorrect

The magistrate, Mr A van Z Cilliers, said: "I do not know if I have the whole picture 100 percent clear. I have, for instance, heard nothing from the Department of Labour."

"I believe that they were misled by others What comes out clearly is that there had been a misunderstanding, a big misunderstanding between them and their employers over the manner of voting."

The "they" mentioned by the magistrate referred to the accused, and not to the Department of Labour.

In a letter to the Cape Times, the Divisional Inspector of Labour requested that the magistrate be quoted correctly — otherwise there would be repercussions on relations between officials of the Department of Labour and the African labour force in the area.

(1) 150
(2) ~~182~~

Strikers go back at bottlers

STAR 17/2/76

The 180 Black truck helpers who went on strike at the Benrose plant of Coca-Cola yesterday, returned to work shortly before lunch today after discussions with the plant management.

Sixty delivery trucks came to a standstill yesterday when the men struck because casual labourers employed during the summer peak period were given notice a month earlier than usual

The strikers claimed that if the casual workers left it would have meant two men would be loading trucks instead of three

Mr Ray Renaud, a spokesman for Coca-Cola, said today that the men agreed to go back to work when it was decided to keep the casual labourers on

Casual labourers will now work for the full summer peak period

Coke strikers are back at work

18/2/76 RDM

By CLIVE EMDON
Labour Correspondent

THE 180 striking truck helpers at Coca-Cola's Benrose bottling plant went back to work at noon yesterday believing that the company had agreed to the permanent hiring of three men to a truck instead of two

But a spokesman for the company, Mr Ray Renaud, said last night that 60 of the men, hired through the summer months on a temporary basis, would be laid off at the end of the month.

"We need them at the moment. We have this day-and-a-half to make up and we had a hot weekend," he said

On Monday, when the strike started, Mr Renaud said the men had been given notice earlier than in past years in an attempt by the company to increase efficiency, to allow a better phasing of leave and to rationalise distribution.

Helpers on the lorries spoken to yesterday said they had agreed to go back to work only if there were three men to a lorry permanently.

They said the workload was too heavy for two men to handle on their own.

There appears to have been a lack of communication somewhere along the line

Mr Renaud said wages were not discussed yesterday when the management held discussions with the truck handlers

However, the handlers said the issue would be taken up later in negotiations

INFLATION FIGHT

McCrystal's target is 6 percent by end of year

ARGUS 19/2/76

Dr McCrystal

The Argus Bureau

PRETORIA. — The first clear statement of a target which South Africa should aim at in its anti-inflation fight — of six percent a year by the end of this year compared with the 15 percent high recorded early last year — was given by the chairman of the anti-inflation publicity committee, Dr Lawrence McCrystal, this week.

He emphasised that attainment of his low figure depended on every sector of the community pulling its weight to ensure that the campaign against inflation worked.

An acceptable inflation rate as far as the man-in-the-street was concerned was between three and five percent, but he said that at this stage, against the background of the world inflation rate, such a figure was pie in the sky.

PRESSING

In a speech to the Alberton Sakekamer on Tuesday and at a Press conference in Pretoria yesterday, Dr McCrystal also:

- Gave a six-point plan detailing in layman's language what the man-in-the-street could contribute to the war on inflation;
- Listed four pressing reasons why inflation had to be beaten;
- Went into the main causes of inflation in the Western world,
- And looked at the future economic situation of South Africa after the present round of excessive inflation had been beaten.

He said the anti-inflation manifesto contained both long and short-term provisions, so that as far as he could see, it would still be relevant once inflation had been wrestled down to acceptable limits.

DROPPED

Only the short-term provisions, limiting wage increases and calling for absorption of 30 percent of cost increases by suppliers of goods and services, would be dropped when that happened.

The long-term ones, calling for greater productivity and more labour training would have to continue.

The aspect of training, for Whites and non-Whites, was the most important.

'Indeed,' Dr McCrystal said, 'I believe that the situation which necessitated the campaign is the greatest thing that has yet happened to South Africa in this field. It is a blessing in disguise in that it has forced us to take measures which we should have taken long ago.'

CREDIT

The six contributions which the man-in-the-street could make fight against inflation were, he said:

- To accept that his living standards could not rise significantly this year,
- To live within his means, and not make excessive use of consumer credit;
- To budget his spending, and involve the whole family in this, including the children;
- To buy South African and thereby retain his money within the country, to keep its economy healthy and preserve its balance of payments;
- To reduce his use of petrol;
- And to seek ways to raise his level of productivity and thereby earn his pay increases

EXCUSE

On pay increases, Dr McCrystal said, there were still some employers who were using the anti-inflation campaign as an excuse to withhold them

There was no freeze on increases. Employees could receive pay rises to the extent of 70 percent of the cost of living increase — and for those earning less than R200 a month there were no restrictions. A man on that income could not be expected to make the same sort of sacrifice as one on R600.

Most of the wage-earners of less than R200 a month were Black, and for them the only involvement in the campaign, apart from the six contributions, was where it sought to improve their productivity and assure them more training.

INCENTIVES

The four main incentives to fight inflations, and the reasons why it was so important to succeed, were listed by Dr McCrystal as being:

- Because South Africans had to defend themselves, and a healthy economy formed the basis of that defence;
- Because South Africa needed a strong economic growth to provide employment opportunities for its fast-growing non-White population;
- Because higher inflation undermined the private initiative economic system.
- And because high inflation made the position of those who lived on fixed incomes impossible.

SUCCESS

Dr McCrystal said a scientific survey into the results of the anti-inflaton committee's publicity campaign had shown a 75 percent penetration of the public consciousness, which means that we have been very successful.'

(1) 150
(2) ~~246~~

JARY 27, 1976

(150)

(2 320)

Mdantsane strikers stay out

DD 27/2/76.

EAST LONDON — The 1 200 workers employed by the Mdantsane Special Organisation who went on strike for five hours on Monday, did not work yesterday

Following an agreement with the management, the workers assembled outside the premises of the organisation yesterday morning and waited for the engineer, Mr R Hassall, to address them

They were told the management had not been able to contact "the minister" by telephone and no report was then available concerning their demand for an all-round R10 a week increase in wages

They were asked to return to work

Following discussion after the address, the workers decided not to return to work until they had had their demands met

Some workers walked off and a group of young men armed with sticks went round the township, ordering them to return to where other workers were assembled

In a telephone interview yesterday afternoon, Mr Hassall said nothing had been resolved yet He said the workers had not returned to work but discussions were continuing.

Asked whether the workers had elected a committee to negotiate with management, he said "We are still busy with that I cannot give you any further information now "— DDR

CAPE TIMES

Boycott follows fare rise

2/3/76

Own Correspondent

JOHANNESBURG — Increased fares yesterday sparked a total boycott of Putco buses by African commuters to and from Kwa-Thema township, near Springs

Mr Ian Archibald of Putco said of the boycott "It was obviously well organized They started walking to work very early There was no intimidation at the bus stops"

Putco is seeking a 20 percent increase in its fares to offset devaluation, but the increased fares introduced on the Springs-Kwa-Thema route yesterday were not the first instalment of the 20 percent They were part of a pre-devaluation increase approved last year The post-devaluation increase has still to be implemented

(1) 150
(2) ~~189~~

300 in wages walk out

6/3/76 NM

Mercury Reporter

THREE hundred James Brown and Hamer workers stopped work at noon yesterday after demanding pay increases because of the rising cost of living.

The workers at the Bayhead Durban plant were told either to collect their wages and leave or go back to work.

Managing Director Mr. E. D. Mackie said yesterday that the workers had approached management about a wage increase earlier that day.

"At 11.30 a.m. a notice appeared on the notice board saying that work would stop at 12.30 unless the increases were granted.

"We met with the workers' liaison committee and explained that no increases could be granted until the Industrial Conciliation Board had negotiated a settlement," he said.

A third of the men at the plant stopped work at noon and were told that they would be paid-off unless they returned to duty.

The men chose to leave but were told that they could re-apply for their jobs or collect their pay on Monday.

The workers claim they are unable to make ends meet because of cost increases in food and transport.

25 strikers spend weekend in jail

STAR 18/3/76

150

East Rand Bureau

Requests for wage increases should be made through the correct channels, an Edenvale magistrate today told 25 Black labourers who were jailed for the weekend after striking for higher wages on Friday

Mr H J Venter then fined the men R50 or 25 days each for refusing to work or comply with their terms or conditions of employment

The sentence was suspended for a year on condition the men returned to work in terms of their contract and were not found guilty of a similar offence in the next year

The court heard that on Friday the men, all employees of an Edenvale firm, Chris-Tell Pave, requested their wages to be increased from R13 a week to R18 a week.

They then refused to work, and turned down an offer of R15 a week.

CAPE TIMES 9/3/76

800 workers fired after pay demand

DURBAN. — The total African work force of about 800 men at James Brown and Hamer's Bayhead establishment were fired yesterday following a deadlock between management and workers over a demand for an increase in wages.

A spokesman for the company said all the workers returned to work early yesterday following a stoppage by about 300 of them on Friday.

Shortly after clocking in "a sizeable number" downed tools and renewed their demands for a wage increase.

"It was never quite clear how many originally stopped working but the number increased during the course of the morning. The situation became quite chaotic so we decided to fire the whole lot," he said.

He said he felt it was only about 10 percent of the work force that were demanding higher wages and did not want to work.

"Since we feel that most of them want to work, we will start re-employing them in groups from Wednesday."

The managing director, Mr E D Mackie, told the liaison committee that no increases could be granted until the Industrial Conciliation Board and the trade union officials had negotiated a settlement.

The men claimed yesterday that they were unable to make ends meet on their present salary because of rising costs. — Sapa

(1) 150
(2) 189

(1) (150)
(2) ~~189~~

Star 10/3/76

Strikers want jobs back

Own Correspondent

DURBAN — Almost all of the 800 African workers fired from the James Brown and Hammer plant at Durban'd Bayhead this week after a demand for higher wages returned to seek re-employment today, according to a company spokesman.

He said that after the workers were fired and paid off on Monday they were told they could return today for re-employment

"There were hundreds of them outside the gates at 7 am today and I cannot give an exact figure but it looks to me as though the large majority of them are here," he said

The total African work force of the plant were fired by the managing director, Mr E D Mackie, after he refused to grant them an across-the-board three cents an hour increase in wages

He said the re-hiring of the workers would probably take about a week and would be done in groups

Production at the plant had not been significantly affected and only the production foundry had stopped working, he said.

(1) 150
(2) 189

PAY DISPUTE F.M. 12/3/76

Men dismissed

Durban shipbuilders and engineers James Brown and Hamer went for the big stick this week when its African labour force asked for part of a wage increase due in mid-year to be brought forward. They were told by Managing Director Eric Mackie to get back to work or be fired. It came to firing and about 800 workers found themselves paid off At the time of writing they are being taken back — selectively

Management's attitude is that it is not prepared to anticipate the new Industrial Council agreement in June and offer any advance on the minimum 46c/hour rate and certainly not under "duress" Precisely what duress the workers are supposed to have applied is not clear, however.

Workers say the liaison committee approached management towards the end of last year and asked for an increase. It was told that there might be something doing in January When nothing was forthcoming the liaison committee was urged to approach management again and was then told to wait until June Pleas for an interim advance (3c an hour?) were refused.

Workers felt the liaison committee was getting nowhere and asked to speak to Mackie, who emerged from his office with the ultimatum. Hardly the best way in which to try and persuade workers that the liaison committee system caters for their interests.

33 found guilty of illegal striking

13/3/76

NM.

Court Reporter

THIRTY-THREE non-Whites were convicted in the Durban Regional Court this week for taking part in an illegal strike.

The strike was at Marnock and Russell (Pty.) Ltd., of Mobeni, on September 18, after a pay dispute.

The 22 Indians were each fined R40 (or 20 days) by Mr. R. A. Bosch for contravening the Industrial Conciliation Act

They were Mahomed Faruk Adam, Inder Singh, Nadasin Govender, Arjunan Pillay, Ganson Koncai, Sethasivan Samilingam, Mariemuthoo Padavatton. Maikoo Jugroop, Inderjeeth Mahadeo. Ramlall Motilall, Soobramoney Koolian, Abdool Aziz, Sheik Hadum, Baijnath Sewchurran, Noel Desmond John, Gonaseelan, Dayalan Samadan, Hemraj Baijnath, Jugernathan Chetty, Peralal Sookunan Rambaran, Ahmed Malek, Subramoney Varadanajulu, and Reddy Prayalatham

All 22 pleaded guilty.

Five other Indians paid admission of guilt fines of R40 each. They were: Maharaj Jaidkand Mohamed Ali Ebrahim Jalal. Supeschand Maharaj, Premchund Chaitram, and Prakash Haridutt.

The 11 Africans all pleaded guilty before Mr T. Blunden to a charge of contravening the Bantu Labour Relations Regulations

150

Workers say no to works committees

1/3/76 RDM

By CLIVE EMDON
Labour Correspondent

EIGHTY per cent of the African workers at Heinemann Electric (SA), Elandsfontein near Germiston, have rejected Government backed liaison and works committees saying they want their trade union to represent them.

This is the first time a large majority of workers in one factory have rejected the committee system.

The 480 workers belong to the 1 500 member Transvaal branch of the Metal and Allied Workers Union which has not been recognised by the Heinemann management.

The rejection of the company's liaison committee came in the form of a petition to management signed by the 480 workers.

"We, the workers of Heinemann Electric, wish to state that we are members of the Metal and Allied Workers Union (Tvl) and that we reject liaison and works committees. We want the union to represent us and not a liaison or works committee."

The petition was handed to the company's managing director, Mr W. E. Wilckens, by three union organisers at a meeting on February 20.

The union claims the petition was preceded and followed by numerous attempts by the company to get its African workers to accept a liason committee. The union claims:

- The liason committee became defunct in early February;
- The management tried to hold an election for a panel of new worker representatives, but only 27 out of 606 voted.
- On February 19 factory foremen tried to persuade workers to vote in a new election for a liason committee, and this time all the workers boycotted it, and
- Workers were asked to vote in a new "Heinemann Workers and Management Committee" — a liason committee in any other terms.

Various spokesmen for the Steel and Engineering Industries Federation (SEIFSA) have tried unsuccessfully to persuade workers to adopt a liason committee . . . and so it has gone on.

Yesterday the Heinemann management tried to conduct a new ballot — this time an either, or. Either the "Heinemann Workers and Management Committee" or a works committee. Only three people voted in the ballot.

Heinemann's management has made it clear it has no objections to its workers being members of the union or union men sitting on in company committees. But it will have nothing to do with the union.

One of the problems the company seems to be facing is finding a representative group of that thing.

1/150

2/138

3/ In Relat. - Workers' Org - Works Committees

152

F.M. 19/3/76

LABOUR TROUBLES

Breaking point?

The volcano that erupted in Durban in 1973, sending a lava of Black labour flowing through the streets, has become a reference point in any discussion of labour relations After the James Brown & Hamer (JBH) incident last week (dispute, mass sackings and rehirings), involving some 800 African workers, the question is being anxiously asked

Trapped between low pay and lay-offs

whether that was the first rumble of more labour troubles

Poverty is as pressing as ever, notwithstanding wage improvements since 1973. However, a big difference is that unemployment has made it a buyer's market for labour, particularly in the textile and building industries

The tough fire-all tactics of some managements enable them to pick off workers' leaders without making victimisation look too blatant, and the

R20,98/week and R16,79 for women.

A labourer in the furniture industry in Natal must be paid at least R20,50/week whereas an unqualified cigar boxmaker in the tobacco industry can earn as little as R6,75/week Stevedores earn R16,70/week — more at Cape ports — with extra allowances for dirty cargoes.

Variations between industries make averages misleading but a figure nearer R20 than R30 would be near the weekly pay of most Africans in the Durban area. This is close to the R25,47/week minimum living level (MLL) calculated by Unisa's Bureau for Market Research, and UPE's household subsistence level of R28,42/week, but way below their more realistic indices of R33,64 and R42,63, classified as supplemented living level and household effective level, which offer slightly more than mere survival.

Pay disputes involving Africans accounted for 544 of the 1 363 cases handled by the Black Sash's Durban advice office last year. Other employment problems accounted for another 541.

Are liaison committees helping to improve labour relations? They can but employers are still prone to use them as one-way channels of communication says one manager. Unless management learns to listen it may have to cope with acts of desperation.

To some extent the unemployment problem is being concealed by exporting it to the Homelands through endorsements out under the pass laws but, with Natal's homogenous labour force, that is no guarantee against concerted action when the pressure of poverty proves too much

Department of Labour has been active in prosecuting illegal strikes. These are additional pressures in keeping the lid down Nevertheless, more enlightened employers, not without their own troubles of tight credit, rising costs and falling sales, are seriously worried about the labour situation.

The biggest potential flashpoint is seen as the rise in transport costs. In Durban Putco has applied for a 20% increase and weekly and monthly season ticket-holders using trains from the townships will be paying about 5% more from next month Single and return daily tickets will average 10% more. Even a couple of cents extra may prove to be the last straw.

Wages have improved since 1973 but take-home pay is still pathetically low for the unskilled In the textile industry, where women are replacing men because the female wage is 20% lower, rag-pickers earn R11,28/week minimum The grade one minimum for men is

150

Baton charge on 300 workers

STAR 29/3/76

East Rand Bureau

Police baton-charged a crowd of about 300 workers at the Heineman Electric factory at Elandsfontein today.

During the incident, Mr Gavin Anderson, a representative of the Metal and Allied Workers Union, was led away to a waiting police van. Police would not say if — or what — charges would be laid against him.

The workers fled before the swinging truncheons and were pursued several hundred metres.

An elderly woman was one of the casualties, knocked down by a baton blow. Several minutes later she staggered off, blood streaming from a gash in her head.

A long-standing dispute over the question of trade union representation flared up last Thursday when 20 workers were dismissed. On Friday, the entire work force of 600 was dismissed.

The management said it would consider re-employing workers today if they complied with company regulations.

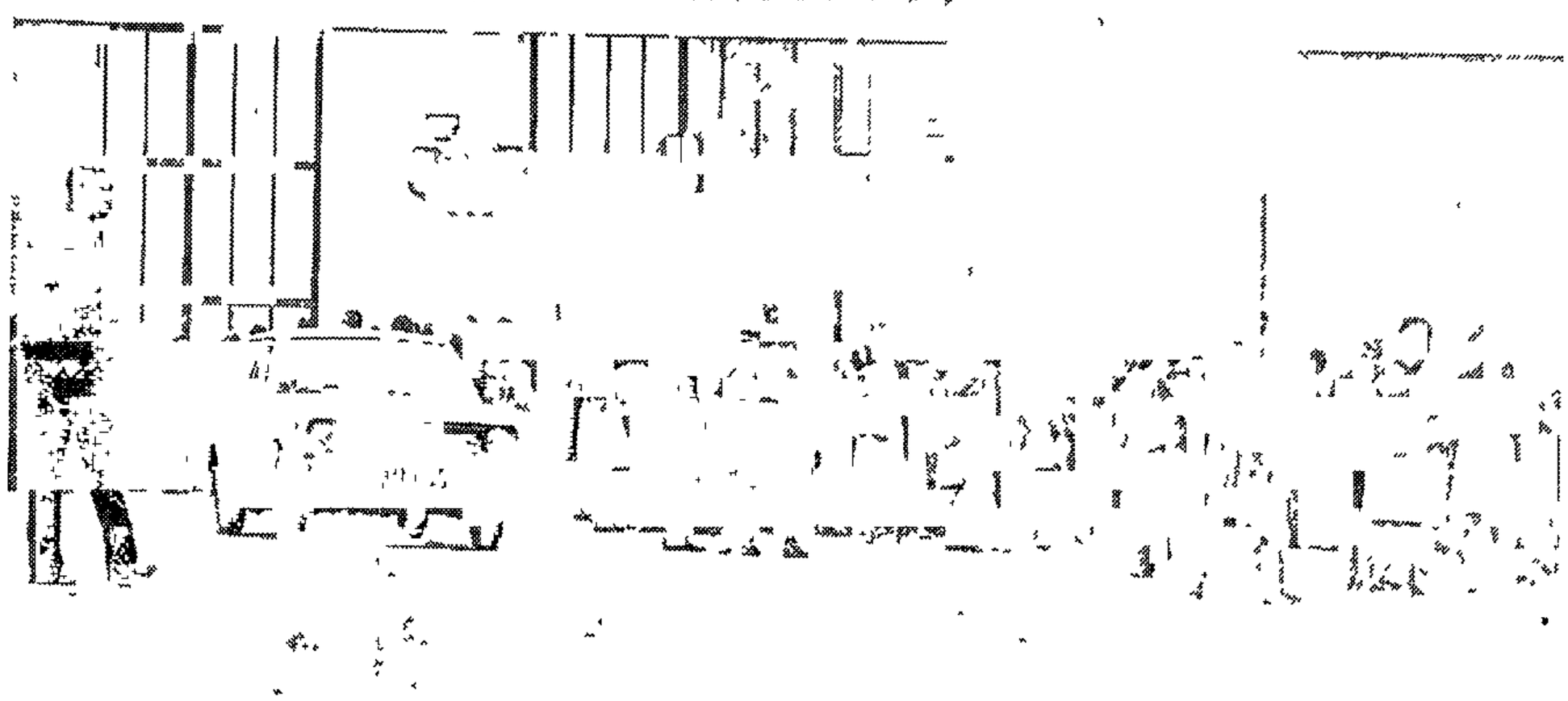
Fewer than 20 sought re-employment this morning.

The rest gathered outside the gate today and requested a hearing by Mr W E Wilckens, the managing director. Their requests were ignored.

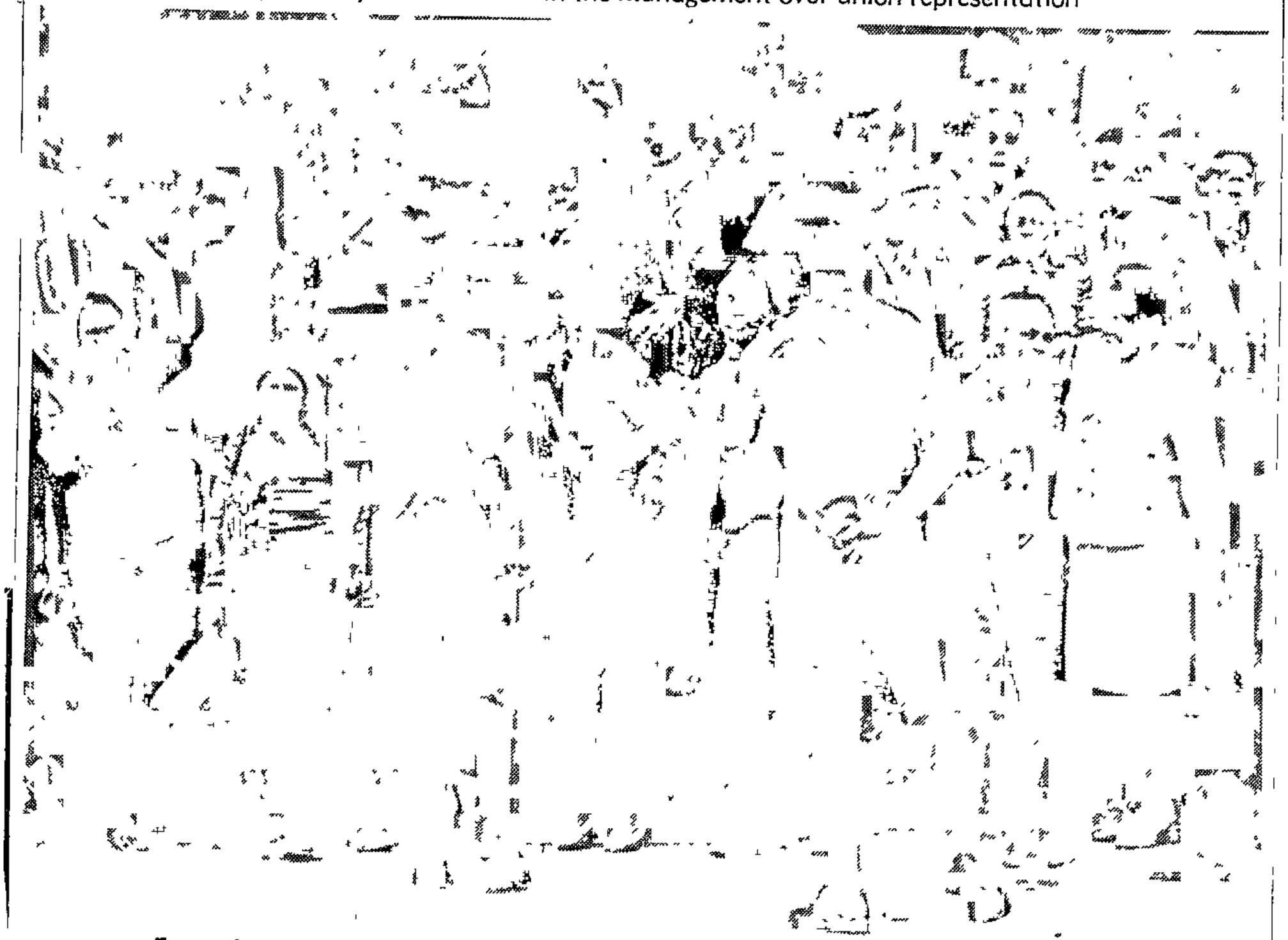
A senior police officer warned them to leave the area within 30 minutes. Shortly before the time period expired, two union officials addressed the crowd and persuaded them to leave.

As they were moving off police, armed with rubber batons and wooden clubs, attacked

(150)



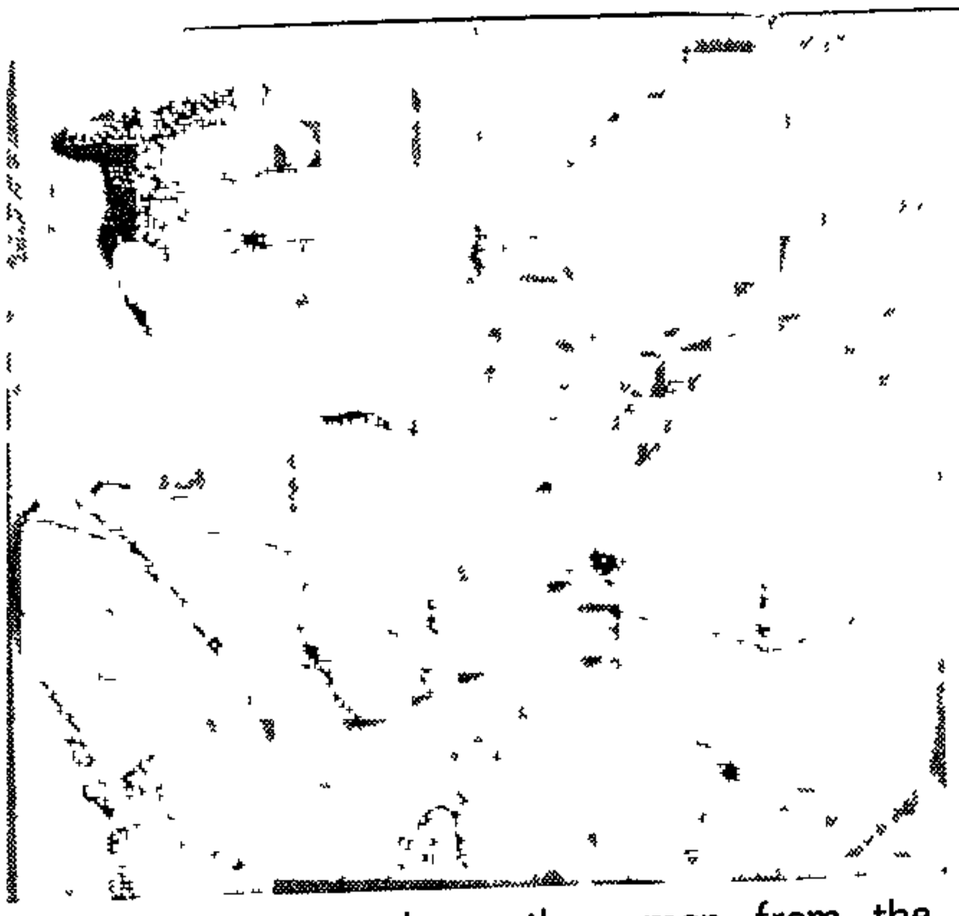
Some of nearly 600 workers at Heinemann Electric (SA), Elandsfontein, Germiston, who were sacked yesterday after a row with the management over union representation



Excited workers outside the factory shout "Black Power", as a policeman advances

CAPE TIMES 27/3/76

Firm sacks 600 workers



A policeman grapples with a man from the crowd outside the factory

By CHRIS FREIMOND and NAT DISEKO

NEARLY two months of labour unrest at Heinemann Electric (SA), at Elandsfontein, Germiston, came to a head yesterday when the entire Black labour force of about 600 workers was dismissed.

The unrest began with the workers wanting trade union representation, and rejecting the Government-backed liaison and works committees.

On Thursday evening, 20 workers were retrenched because of the economic situation and particularly the downward trend in the building industry, according to the managing director, Mr W. E. Wilckens.

A Press statement by Mr Wilckens alleged that a large number of workers refused to start work yesterday and also hindered others going to their jobs.

The workers were discharged, after instructions to start work were ignored.

Any workers willing to be re-employed by Heinemann can re-apply on Monday — on condition they accept the company's liaison and works committees, said Mr Wilckens.

The acting secretary of the Metal and Allied Workers' Union Mr Gavin Anderson, yesterday addressed workers at the factory gates. He pleaded with them to remain calm and orderly and to talk rather than be violent.

Later he told the Rand Daily Mail the union was going to claim the workers were locked out.

It was "quite historic" that the African and Coloured workers had stood together on the matter, said Mr Anderson.

Wages were paid yesterday in an atmosphere that was generally quiet, with only one minor incident when a bottle of beer was thrown.

Police held two men and confiscated some beer.

Earlier yesterday, a uniformed police officer instructed Pressmen and Mr Anderson to leave the area around the factory gates where the workers were being paid.

Workers interviewed by the "Mail" said the 20 dismissed men were told the season for their dismissal was that the number of workers was being reduced.

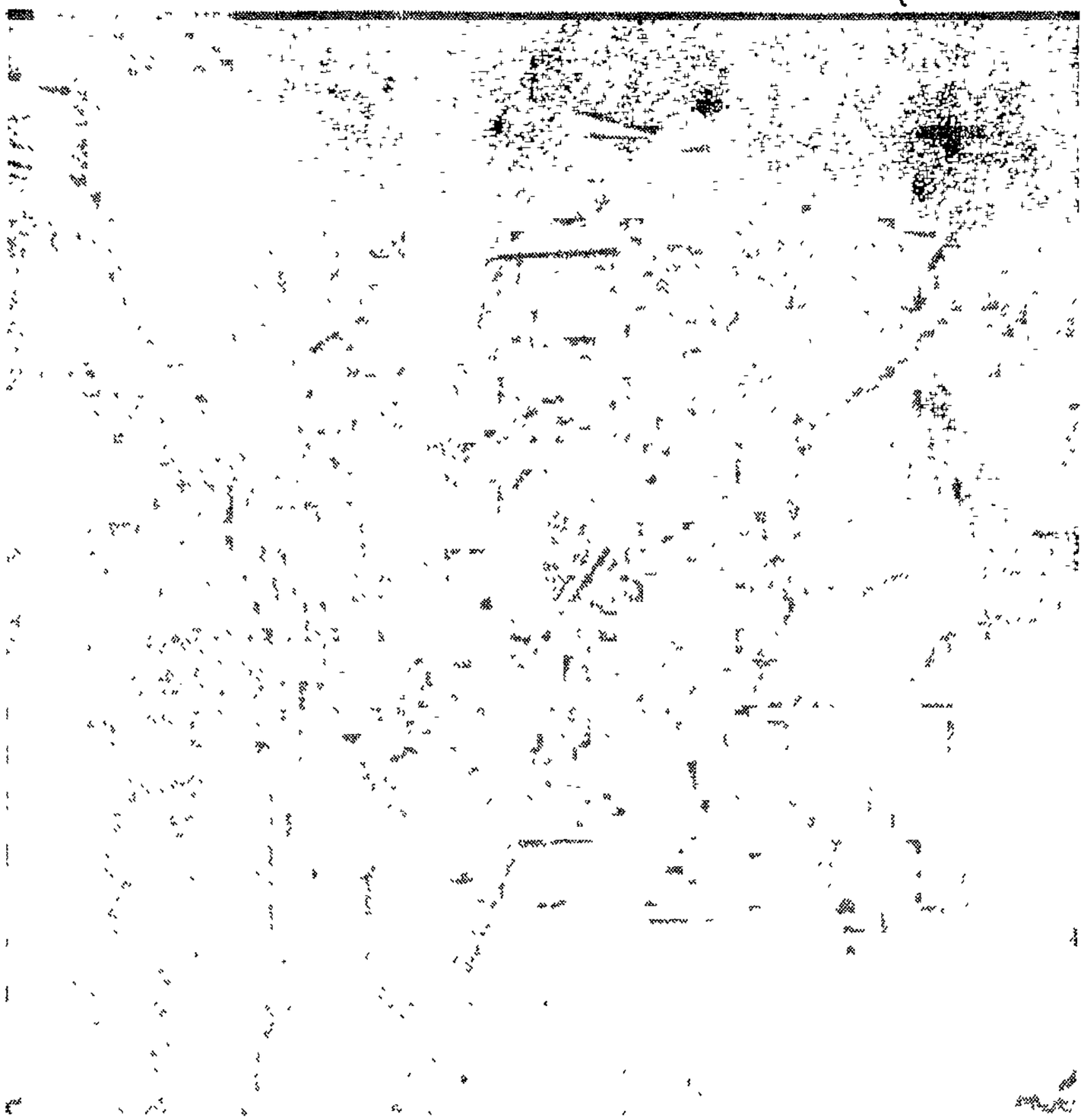
"But it's funny, because new people were hired this morning," said one worker.

Workers suspect the 20 were dismissed because they were active at meetings of the Metal Allied Workers' Union, which was formed last year

Workers claimed that when they demanded that the dismissed men be reinstated they were all told to go.

Police baton charge

30/3/76.



A plainclothes policeman lunges at a woman worker during yesterday's baton charge outside the Heinemann Electric factory on the East Rand Another picture Page 17

JOHANNESBURG — Forty baton-wielding police with dogs charged several hundred black workers outside a factory on the East Rand yesterday.

Witnesses said the police attacked the workers from behind without provocation as they were complying with an order to leave the street in front of the Heinemann Electric factory

Reporters, bystanders and workers in the street at the time said the police charged the back of the moving column of workers as they were leaving the street and about 100 m from the factory gates

They said the police, using metre-long wooden batons, clubbed dozens of workers to the ground — mostly women — and chased the workers up to 2 km from the factory

This happened just before the 10 30 am deadline the police had given the workers to clear the street.

The District Commandant for Police, Col L J Cloete, said yesterday six workers, four women and two men, had been injured as well as three policemen None was seriously hurt

He confirmed that the general secretary of the Reef branch of the Metal and Allied Workers' Union, Mr G Andersonn had been arrested but was due to be released on bail

Col Cloete said he would be charged under labour regulations and with interfering with and obstructing the police

Asked about the baton charge Col Cloete said "The workers were given half an hour to leave the street and the pavement outside the factory They were treated most sympathetically until then"

He alleged that Mr Anderson incited the workers not to leave or accept their pay

The policemen injured in the baton charge had received injuries from stones thrown at them, he said

Reporters and workers at the scene said Mr Andersonn had appealed to the workers to move off in keeping with the police deadline They claimed this was the only time he addressed the workers

The incident outside the factory follows the management's sacking of all 606 black workers on Friday after they demanded the reinstatement of 20 workers laid off the previous day for redundancy reasons

Yesterday the workers returned to the factory asking for an interview with the firm's managing director, Mr W E Wilckens Earlier, 480 workers had petitioned Mr Wilckens saying they rejected attempts by the company to form works or liaison committees to represent them, and stating they wanted their union, the Metal and Allied Workers' Union, to represent them

Asked yesterday whether he had been working closely with the Security Police on the question of his workers' demands, Mr Wilckens said: "No comment."

He confirmed that he had called in the police yesterday "because I wanted to give the workers protection." He said he had rehired about 80 of the 606 workers fired on Friday.

The Metal and Allied Workers' Union said last night their Heinemann members had elected five representatives who would try to meet Mr Wilckens today. — DDC.

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Police club protesting workers

150

Mrs Emely Manaka, a pregnant woman, lies on the ground, unconscious, after a baton charge

30/3/76 RDM

'We were leaving when they charged'

Labour Correspondent

THE policemen who charged the workers outside the Heinemann Electric factory yesterday attacked them without provocation, as they were complying with an order to leave, according to eyewitnesses.

Mr John Nsibanate, who has 14 years service with *Heinemann Electric* as a packer, said: "As people were walking away from the factory the police attacked with truncheons

By NAT DISEKO

ABOUT 40 policemen wielding long wooden sticks yesterday waded into a crowd of about 600 workers who were chanting their Anthem, "Nkosi Sikelel'i Afrika." The police battered whoever was in their way.

It happened at the Heinemann Electric factory in Elandsfontein, Germiston, where almost the whole labour force of about 600 were demanding the reinstatement of 20 colleagues dismissed last week All the workers had been fired on Friday but were told they could reapply for their jobs yesterday.

At the root of the disturbance is the management's refusal to meet the workers' demands for their *own trade union in place* of the Government-created works and liaison committee

Yesterday morning, only about 10 workers agreed to work. The rest refused to collect their wages after a megaphone appeal by the factory manager.

All the workers were standing in groups outside the factory. Some policemen repeatedly provoked them. "Julle Kaffers wil nie werk — vir wat staan julle hier?" I heard one say as he prodded a worker with a stick

Rush

It is not easy to put the following events into sequence. Everything hap-

and dogs. Lots of people were bitten, pregnant girls were hurt. I was hit on the shoulder and legs"

Mr Philemon Ramusi, 42, said the workers decided to leave the front of the factory. "They said, 'let's go' And we started to move. As the last group was turning the corner, the police rushed at us I was the last person I was trying to persuade a woman to keep on walking"

The District Commandant for Police, Colonel L J C Cloete, said yesterday six African workers — four women and two men — had been injured, as well as three policemen.

He confirmed that the acting general secretary of the Reef branch of the Metal and Allied Workers Union, Mr Gavin Andersonn, had been arrested, but was due to be released on bail Col Cloete said he would be charged with interfering with and obstructing the police, and charged under labour legislation

When asked about the baton charge, Col Cloete said: "The workers were given half-an-hour to leave the street and the pavement outside the factory They were treated most sympathetically until then"

Mr W E Wilckens, managing director of Heinemann, confirmed that he had called in the police yesterday, but declined to comment on the baton charge He said he called in the police "because I wanted to give the workers protection."

He had rehired about 80 of the 606 workers fired on Friday

pened in a rush. At one moment all was calm as Mr Sipho Kubheka, secretary of the Allied Metal Union addressed the crowd, asking them to go home.

here seemed to be general agreement that everybody should move Earlier, Col F. S Botha, who was in charge of the police force, had given the workers 30 minutes to disperse

Five minutes before the time, 10 30 am, the workers were moving. They started singing "Nkosi Sikelel'i Afrika." Black Power first shot up.

"Hierdie kaffers is hard in die bek — laat ons hulle gaan kry (These kaffirs are cheeky — let's get them," a policeman said

Suddenly a horde of policemen with sticks and dogs descended on the crowd. Chaos reigned.

Mr Gavin Andersson who has been acting as secretary of the workers' union, was standing next to me. A number of policemen rained blows on him. He fell and couldn't get up. He was hit again

He had to be lifted to his fett and he was led to a police truck.

Meanwhile, people were fleeing in all directions. Police hit everybody and everything before them Reporters were threatened and the car I was in was dented after kicks and sticks had rained on it

Several people were bitten by dogs A woman, abouts even months' pregnant, was struck by a policeman wielding a stick resembling a pick handle

She lay still Some workers hid in the bushes.

● See Page 3

30/3/76 RDM 150

150

Police attack crowd with sticks

NM 30/3/76

Mercury Correspondent

JOHANNESBURG — About 40 policemen, armed with guns and wooden sticks more than a metre long, yesterday waded into a crowd of striking workers.

This happened at the Heinemann electric factory in Elandsfontein, Germiston, where almost the whole labour force of about 60 was demanding reinstatement of 20 fellow workers dismissed last week

The workers said the management had told them the reason for the dismissal was a general staff reduction But workers claimed new people were being hired

The management refused to accept workers' demands for a trade union. The workers are against the works and liaison committee.

Yesterday morning, only about 10 workers agreed to go and work The rest refused even to collect their wages.

Col. F S. Botha, who was in charge of the police force, gave the workers a deadline of 30 minutes to disperse.

Five minutes before the time, policemen with sticks and dogs descended upon the crowd, and then chaos reigned.

A WOMAN lies unconscious while another woman struggles with a policeman during a police baton charge against strikers.

Nine hurt as police charge crowd

CAPE TIMES 30/3/76

150

Own Correspondent

JOHANNESBURG. — Three policemen and six African workers — four women and two men—were injured yesterday when 40 police charged several hundred African workers outside the Heinemann electric factory on the East Rand.

The workers had been warned to leave and were moving off down the road when police rushed them.

The event was a sequel to a dismissal of the entire labour force on Friday following their unsuccessful attempts to gain union representation.

Afterwards the District Commandant of Police Colonel L J C Cloete, confirmed that the acting general secretary of the Reef branch of the Metal and Allied Workers' Union, Mr Gavin Andersonn, had been arrested but was due to be released on bail.

He also confirmed the casualty figures and said nobody was seriously hurt.

Colonel Cloete said Mr Andersonn would be charged with interfering with and obstructing the police, and charged under labour legislation.

Colonel Cloete, asked about the baton charge, said: "The workers were given half an hour to leave the street and the pavement outside the factory. They were treated most sympathetically till then."

Meanwhile additional police were rushed out yesterday when a second East Rand factory was hit by Black labour unrest.

Four hundred Black workers downed tools at Unifront Founders in Wadeville and demanded pay increases.

Pictures, page 15.

(1) 150
(2) 253

Police action 'was needed'

The Commissioner of Police, General Gert Prinsloo, said in Cape Town today: "The attitude of the police is always to keep law and order."

He added: "Their actions depend on the circumstances and in this particular incident the circumstances required police action. This does not mean hardening of police attitudes."

He was commenting on the police baton charge during the labour unrest on the East Rand.

Apprehensive workers trickled back to the Heinemann Electric factory in Elandsfontein today, reports The Star's East Rand Bureau.

Police armed with batons and guns once more greeted them at the gate, but there were few problems.

ARRESTED

Four people, two men and two women, were arrested yesterday allegedly for inciting a strike.

The managing director of Heinemann Electric, Mr W E Wilckens, said today there was no real reason for discontentment. He stressed the management was not prepared to negotiate with a third party.

"The factory is one of the most modern around and has all the amenities available — it's liaison and works committees are effective," he said.

About 200 workers returned to the factory today and Mr Wilckens said he expected the others to return when they realised there was no reason to be afraid.

Twenty-eight people, including a trade union representative and three policemen, received hospital treatment after a police baton charge on about 300 workers

Of the 25 factory workers injured in the charge, 24 were discharged after treatment at the Natalspruit Hospital. A woman is still in hospital in a "satisfactory" condition.

The 400 men from Unifront Founders, Wadeville, who downed tools yesterday in a bid for a wage increase returned to work this morning after discussions with management.

It was not possible to speak to Mr Fannie de Klerk, managing director, so it is not known what agreements were concluded.

'Factory attack will be seen as mini-Sharpeville'

By CLIVE EMDON
Labour Correspondent

ELEVEN African trade unions on the Reef—and the Trade Union Council—in independent statements yesterday deplored the "unnecessary violence" of the police on Monday when they baton-charged African workers at Elandsfontein.

The Black unions, representing some 55 000 workers, warned employers such as Heinemann Electric—the firm involved in the labour dispute at Elandsfontein—that by taking police action they were generating industrial unrest.

Mr Arthur Grobbelaar, the general secretary of the Trade Union Council, which represents 225 000 workers of all races, said the use of violence by the police had "turned the clock back" and would harm South Africa's image.

Critics of South Africa would view the action as "another crude attempt to stifle Black worker aspirations" and the incident would be seen as a "mini-Sharpeville".

The 11 Black unions said in a joint statement they deplored the fact that Heinemann Electric had called in the police instead of finding a peaceful way of solving the dispute with its workers.

"We further deplore the action taken by the police."

They said the action taken by the firm and police "is one of the tactics used to frighten workers and prevent them from organising themselves freely into democratic trade unions."

Mr Grobbelaar said he deplored the fact that an industrial dispute had escalated into violence.

It appeared the workers' request for recognition of their union had been denied by management which regarded the committee system as providing suitable avenues of communication with the workers.

"No further proof is needed of the strong views of the workers about the inadequacy of the committee system".

He said he was deeply disturbed that the police had to be called in and forcibly dispersed the workers.

"Equally distressing was the unnecesary violence used by the police in their action. There can never be any justification for unnecessary violence against workers in an industrial dispute."

He said the police action would be seen by South Africa's critics as a mini-Sharpeville, "something we cannot afford to allow to happen at this critical stage in our country's history."

'Calling a man a kaffir is evil'

SESHEGO. — Evil was evil no matter what camouflage it took, the Chief Minister of the Ciskei, Mr Lennox Sebe, said in the Lebowa Legislative Assembly yesterday.

Mr Sebe, who attended the session as a guest of the Lebowa Government, was commenting on a clash between police and workers at an electrical factory near Germiston on Monday.

If a newspaper report he had read was correct, a policeman had allegedly called the workers "you Kaffirs," he said.

"If you say Kaffir to a man who sweeps the street then you are saying it to me," Mr Sebe said. "That's why I'll take the matter to the highest level because these are the things that are breaking down what we are trying to build."

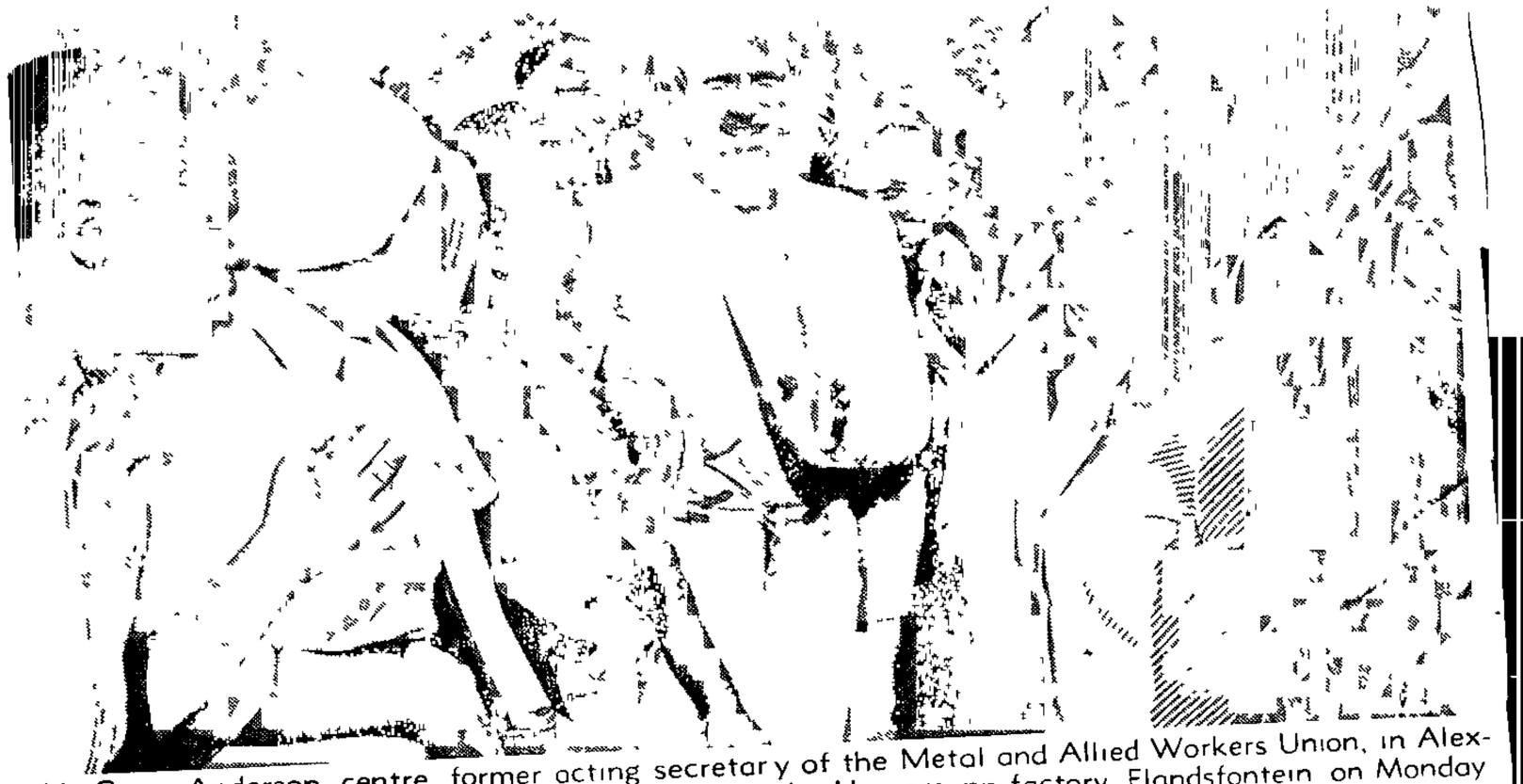
SYMBOLS

The Chief Minister said the homelands were symbols of hope to the Black people, but had to be viewed as a balance sheet reflecting assets and liabilities.

"If we are honest leaders we should fearlessly eradicate things that cause liabilities between the homelands and the Republican Government.

"I am going overseas shortly and that — the newspaper report — is one of the liabilities I shall be asked to explain and I cannot," Mr Sebe said.

The hief Minister said apartheid, "which the Blacks despised" had already been overtaken by history and "it is high time the privileged of this country heard the voice of the underprivileged." — Sapa.



Mr Gavin Anderson, centre, former acting secretary of the Metal and Allied Workers Union, in Alexandra yesterday He was clubbed by police outside the Heinemann factory Elandsfontein on Monday

Workers who gathered in Alexandra Township yesterday listen attentively as speakers address the meeting

Workers to lay assault charges

Staff Reporter

ABOUT 300 workers, part of the crowd of protesting workers who were clubbed outside the Heinemann Electric Company, in Elandsfontein, Germiston, on Monday, met yesterday in Alexandra Township.

They plan to lay charges of assault against the police.

Mr Gavin Andersson, who has been serving on the workers' union as temporary secretary, also attended.

He was one of the people who addressed the workers on Monday. His arm was broken when police baton-charged the crowd.

Amid cries of "amandla — power", Mr Andersson said he was pleased the workers still had their solidarity intact.

The union would be consulting a lawyer with a view to laying assault charges against the police.

It was futile for the workers to go to the factory. A delegation from the workers would be sent to see the management, he said.

Workers also expressed concern about money and belongings lost during the baton charge.

4 charged under Riot Act

Labour Correspondent

FOUR workers were arrested yesterday and charged under the Riotous Assemblies Act outside the Heinemann electric factory at Elandsfontein, scene of Monday's police baton-charge on workers.

All are known to be members of the Metal and Allied Workers' Union. They are. Mr Steven Moseko, Mr Abraham Mkhabela and two women whose marital status is not known, Lilian Mashimini and Miriam Mogokane.

They were arrested in the street outside the factory yesterday morning as a number of African workers returned to be rehired. A large police contingent, with arms including what witnesses claimed looked like a machinegun, took up a position inside the factory premises.

Mr Gavin Andersson, an organiser of the Metal and Allied Workers' Union, was freed yesterday on R200 bail [illegible] charged under the Riotous Assemblies Act, and forces charges of interfering with the police.

On his release yesterday, Mr Andersson's arm was in plaster. He was one of 29 people injured on Monday.

(1) 189

(2) 150

Dismissed workers return to work

CAPE TIMES 3/3/76

JOHANNESBURG. — About 200 of the entire work force of 600 dismissed from the Hememann electric factory at Elandsfontein on Friday, returned to work yesterday

Armed police at the gate arrested four people — two men and two women — allegedly for inciting a strike on Monday

On Monday police baton-charged a crowd of hundreds of workers who assembled outside the factory gates

Hememann's Electric's managing director, Mr W E Wilckens, said yesterday there was no real reason for the workers' discontent.

He stressed the management was not prepared to negotiate with a third party

"The factory is one of the most modern around and has all the amenities available — its liaison and works committees are effective" he said — Sapa

Police action at strike criticised

STAR 31/3/76

Staff Reporter

PIETERSBURG — The police action against Black strikers at the Heinemann Electrical factory in Elandsfontein this week illustrated the evil permeating South Africa, Mr L Sebe, Chief Minister of the Ciskei, told the Lebowa Legislative Assembly yesterday.

(1) 150
(2) 67
(3) 189

"The police must be told it is not their duty to grapple with the country's social problems," Mr Sebe added in his address to the Assembly

"This is the responsibility of those in power."

Turning to the homelands, Mr Sebe said they were symbols of hope to the Black people and it was up to the leaders of these territories to work for the elimination of the great social problems in the country

Young Blacks, he said, were angry today because they saw no hope for the future. They considered all the people as being too slow in deciding for a better future.

They were frustrated by miserable wages, lack of home-ownership rights and the fact that Blacks had to carry reference books instead of Books of Life as in the case of Whites

Chief Minister Sebe claimed Blacks wanted homeland leaders to eliminate all the "social problems."

TIME TO ACT

"It is high time privileged White South Africa began to fear the voice of the underprivileged. We must act constructively for the sake of our children.

"We don't build a better South Africa by what we plan to do in the future but rather by what we do now," Mr Sebe said.

Replying, the Chief Minister of Lebowa, Dr Cedric Phatudi, said a lot of time was being wasted on trivial matters such as promoting racial and ethnic divisions. The real thing was human relations.

"We must stop deceiving ourselves. What we need badly in this country is friendship between Black and White. Time and patience are running

150

STAR 31/3/76

Baton charge sequel

Mr Gavin Andersson, a trade union representative injured in a police baton charge on 300 workers at an Elandsfontein factory on Monday, is considering charging a policeman with assault and lodging a civil claim for damages

Mr Andersson, an official of the Metal and Allied Workers' Union, and 24 dissident factory workers at the Heinemann Electric factory were hurt in the disturbance.

Mr Andersson is suffering from a fracturered left elbow which was allegedly broken when he was arrested as he was climbing into a delivery van during the baton charge.

He has appeared in the Edenvale Magistrate's Court on allegations under the Riotous Assemblies Act and the Police Act A magistrate fixed bail at R200.

His Johannesburg attorney said today the official was considering charging the policeman who allegedly struck him.

SEQUEL

As a sequel to the disturbance four Black workers are expected to be charged under the Riotous Assemblies Act and are expected to appear in court soon.

The prosecution is to allege they incited workers not to go to work after the disturbance.

Many of the employees of the factory returned to seek re-employment at the factory today.

For the first time in four days they arrived at work and found no police guard

Problems at Heinemann arose out of negotiations between workers and management in an attempt by the workers to establish a union.

Management refused to negotiate with a third party.

(150)

Workers plan to sue police

31/3/76 D.D.

JOHANNESBURG — About 300 people, part of the crowd of protesting workers who were clubbed outside the Heinemann Electric Company in Germiston on Monday, met yesterday in Alexandra to consider laying charges of assault against the police.

Mr G. Andersson, who has been serving on the workers' union as temporary secretary, also attended. His left arm, broken in one place, was in a sling. He had been released on bail after his arrest on Monday

Amid cries of "Amandla — power," Mr Andersson said he was pleased the workers still had their solidarity intact. He said the union would be consulting a lawyer with a view to laying charges of assault against the police.

"We must also visit all the people in hospital who have had their heads and faces injured," he said.

He said it was futile for the workers to go to the factory in view of what happened on Monday. A delegation would be sent to see the management, he said.

Mr Andersson said his union had been trying to attain a working relationship with the management of Heinemann.

"It should be a simple thing, but with the help of the police they took an incredibly hardline attitude.

"I believe this came all the way down the line from Seifsa (Steel and Engineering Industries Federation of South Africa).

Four more workers were arrested yesterday outside the Heinemann factory.

They were charged under the Riotous Assemblies Act

All were members of the Metal and Allied Workers Union They are Mr S. Moseko, Mr A. Mkhabela, Ms L Mashinini and Ms M. Mogokane.

They were arrested as a number of workers returned to the factory to be rehired.

A large armed police contingent took up position inside the factory premises.

Meanwhile, both Opposition parties have demanded that the Minister of Police, Mr Kruger, give a full explanation to Parliament about Monday's police baton charge

The United Party's Transvaal leader, Mr Japie Basson, said that if the reports were correct the "happenings may prove to be a serious setback for race relations The minister should give a full explanation to Parliament as soon as possible.

The Progressive Reform Party's Mr Rupert Lorimer said he would raise the issue in Parliament at the earliest convenience because many of the allegations about police behaviour are of a very serious nature."

He added it was "regrettable that the admirable restraint shown by the police in the past in the face of strike action by black workers seems to have disappeared.

"The pictures of the police charge in Germiston give considerable cause for concern. It is important that the Minister of Police should immediately investigate the circumstances surrounding the police action," Mr Lorimer said.

Eleven trade unions on the Reef and the Trade Union Council of South Africa in independent statements yesterday deplored the "unnecessary violence" by the police.

The black unions, representing some 55 000 workers, warned employers that by taking police action they were generating industrial unrest

The general secretary of Tucsa, Mr A. Grobbelaar, said the use of violence by the police had "turned the clock back" and would harm South Africa's image. — DDC.

150

Baton charge inquiry ordered

DD 31/8/76

JOHANNESBURG — The Chief Minister of the Ciskei, Mr L. L. Sebe, warned the South African Government about the Elandsfontein strike incident and said he had given instructions for a full investigation of the matter. The police had no right to act as they did.

Evil was evil no matter what camouflage it took, he warned in the Lebowa Legislative Assembly yesterday

Mr Sebe, who attended the session as a guest of the Lebowa Government, was commenting on a clash between police and workers at an electrical factory near Germiston on Monday

He said if a newspaper report he had read was correct, a policeman had allegedly called the workers "you kafirs"

"If you say kaffir to a man who sweeps the street then you are saying it to me," Mr Sebe said "That's why I'll take the matter to the highest level because these are the things that are breaking down what we are trying to build"

The Chief Minister said the homelands were symbols of hope to the black people, but had to be viewed as a balance sheet reflecting assets and liabilities

If we are honest leaders we should fearlessly eradicate things that cause liabilities between the homelands and the Republican Government

"I am going overseas shortly and that (the newspaper report) is one of the liabilities I shall be asked to explain and I cannot," Mr Sebe said.

The Chief Minister said apartheid, "which the blacks despised" had already been overtaken by history and "it is high time the privileged of this country heard the voice of the underprivileged"

"I know that our youth are very angry because there is no hope of improving conditions for the blacks They look on us as puppets

"I appeal to you (whites) in the name of your children and of future generations to act constructively and build a better South Africa — SAPA

152

Hansard 10 col 728
2/4/76

Factory workers in Elandsfontein

9 Mrs H SUZMAN asked the Minister of Police

(1) Whether police dispersed workers gathered outside a factory in Elandsfontein, Germiston, on or about 25 March 1976, if so, for what reason were they dispersed;

(2) whether they were called upon to disperse before the police took action; if so, what period of time were they allowed to disperse, if not, why not;

(3) what methods and means were used to disperse them,

(4) whether any persons were injured as a result of the police action, if so, how many men and women, respectively,

(5) whether any of them were taken to hospital, if so, how many men and women, respectively

The MINISTER OF ECONOMIC AFFAIRS (for the Minister of Police)

(1) Yes, because they showed a manifest intention of resorting to violence.

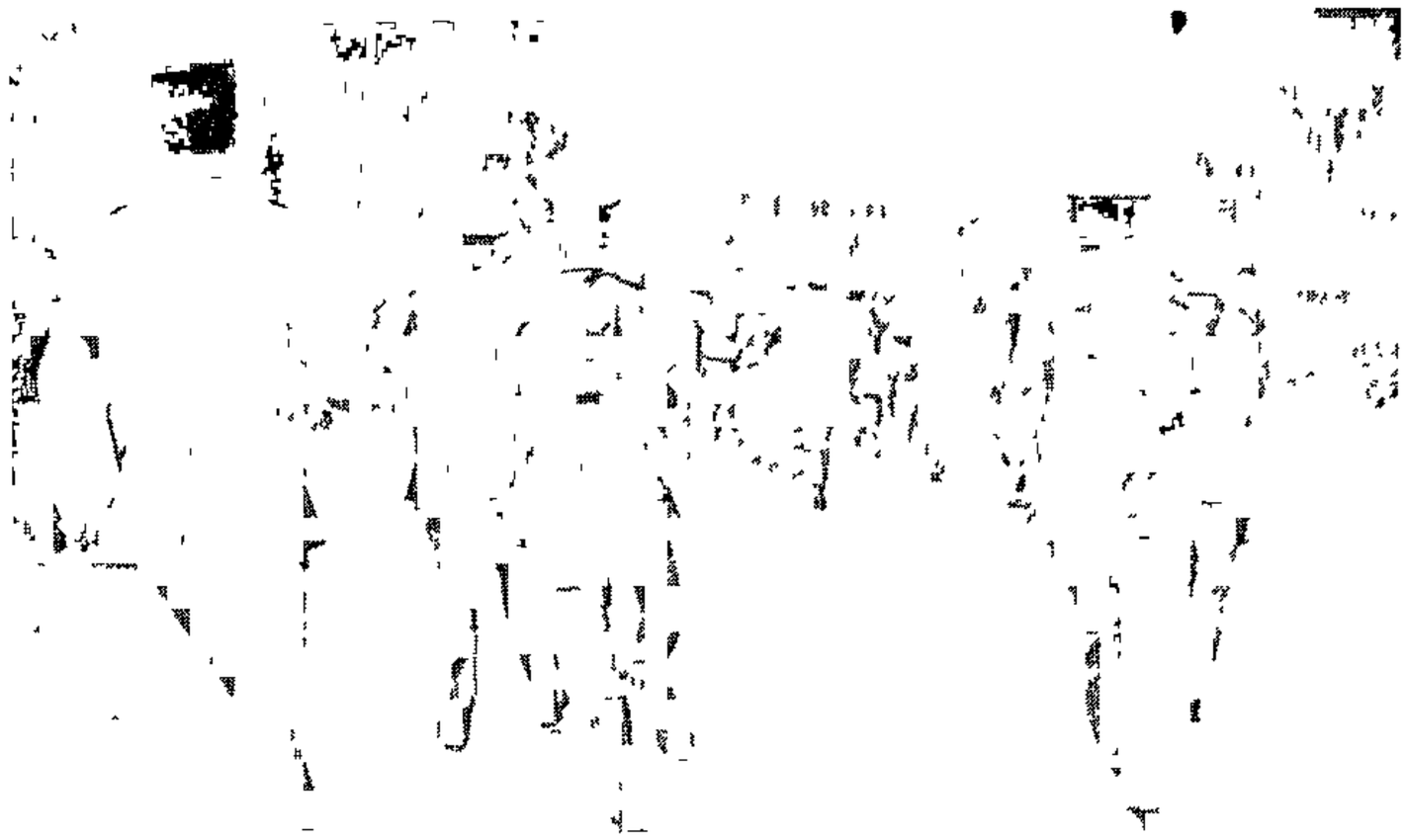
(2) Yes, 30 minutes

(3) 27 members of the Force armed with batons and two patrol dogs were used

(4) Yes 1 White male, 2 Bantu males and 4 Bantu females Two policemen were injured by the riotous crowd

(5) Yes 1 White male and 1 Bantu female.

Mrs. H. SUZMAN Mr. Speaker, there is no point in putting a supplementary question in the light of that reply, since I take it that the Minister of Economic Affairs, who has replied on behalf of the Minister of Police, is not in a position to answer such a question



Why must it end like this?

Fin. Mail 2/4/76

(150)

CURRENT AFFAIRS

Workers under the baton

For sheer pigheadedness, some bosses take the cake. The blame for the troubles at Heinemann Electric is to be laid squarely at the door of the company's management

Despite the fact that the African employees at the company's Elandsfontein factory near Jan Smuts Airport have repeatedly made it abundantly clear that they do not want a liaison committee, management has spared no attempts to foist one on them Such high-handedness is asking for trouble.

The Transvaal branch of the Metal and Allied Workers' Union tells the *FM* Heinemann workers began joining it last October. The union claims that 520 of the 600-odd African workers in the factory have now joined

On February 20, union officials met MD Wolfgang Wilckens and presented him with a petition signed by 484 of the workers It read "We the workers of Heinemann Electric wish to state that we are members of the Metal and Allied Workers' Union (Transvaal) and that we reject works and liaison committees

"We want the union to represent us and not a works or liaison committee"

The workers could hardly have stated their position more clearly. But Heinemann, which is 70% owned by Barlow Rand and in which an American company in New Jersey has a minority shareholding, would have none of it

It insisted on attempting to revitalise a liaison committee which the union claims was defunct Union officials add that management tried three times to arrange committee elections, but that only 27 workers voted on the first occasion, none on the second, and three on the third

So in this way too, the workers made plain their position. But Heinemann dismisses the election boycotts by claiming that union members "hindered" people by persuading them not to vote.

Heinemann also brought in the Steel and Engineering Industries Federation of SA (Seifsa) to sell the committee system to the workers The union says Seifsa officials made crude attempts to discredit it in the eyes of the workers, though Seifsa denies knowledge of this.

Matters came to a head last Thursday when 20 workers, two of them shop stewards of the union, were laid off The following morning, before starting work, their colleagues sought a meeting with management to demand their reinstatement Police were called, the meeting was refused and the entire work-force was sacked

On Monday this week the workers returned to the factory, only to find the police at the gates again. Again, repeated requests for a meeting with Wilckens were made, but these were all flatly rejected

At 10h00 the police ordered the workers to disperse by 10h30 Workers' leaders echoed the instruction Although the police deny it, there is abundant evidence that the crowd had already begun to move off when the police laid into it with clubs

A great many of the workers had evidently already moved out of the road leading up to the gates and were walking down another road away from the factory

Wilckens confirms to the *FM* that he refused the requests for a meeting. He says he is not prepared to meet "ex-workers" or union officials, claiming they have no interest in the factory.

He adds that "the mechanics of labour negotiations through the industrial council are well established, and the company will not be put in a position where separate agreements are made with . . . individual unrecognised unions unless they are part of the industrial council system."

This bland statement ignores the crucial fact that African workers (unlike others) have no say in the industrial council system It also ignores the equally important fact that this state of affairs is becoming increasingly resented.

Wilckens approach to the union representing the vast majority of his workers is nothing short of ostrich like And the aggressive behaviour of the police can only do further damage to industrial relations

As Chief Gatsha Buthelezi put it to *FM* on the police attack "We had thought that the Whites were beginning to move away from the idea that Black labour unrest can be countered by violence

"It is alarming that they are now returning to that idea Whether this is a result of the Whites' war psychosis is difficult to tell, but it is doubly alarming at the present time when any spark such as this could light a powder keg in SA.

"Heinemann's high-handed action is doing SA a disservice The liaison committee system is totally ineffective, and Black workers are quite right to demand that workers' grievances should be channelled through trade unions only."

There can be no doubt that the perfectly legitimate demands by Africans for trade union rights are on the increase. Do employers like Heinemann think they can indefinitely resist them by mass sackings? If so, they are set on a disastrously stupid course

Why cannot they follow the sensible example of employers in industries like clothing, who have recognised the African union in their factories and carried on amicable relations with it for years?

(150)

(2) ~~189~~

(3) ~~67~~

(2) 150

New wave of unrest could cripple economy

SUN. TRIBUNE 4/4/76

By RICHARD GIBBS

WIDESPREAD Black labour unrest — which could cripple the economy — is imminent unless immediate steps are taken to strike a "new deal" with workers.

Time is running out fast and Black worker power — and militancy — are on the march.

These stark warnings came from leading trade unionists, politicians and economists in the wake of the disturbances at the Heinemann factory in Elandsfontein where police baton-charged 300 workers this week.

The experts voiced fears that by failing to recognise and negotiate with Black trade unions the Government — and short-sighted employers — were creating a "highly explosive" situation which could seriously bedevil race relations and damage the economy.

The call for an urgent "new deal" for Black workers has backed by:

- Dr Alex Boraine, MP for Pinelands and the Progressive-Reform Party spokesman on labour;
- Dr Gideon Jacobs, MP for Hillbrow and United Party spokesman on labour;
- Mr Arthur Grobbelaar, general secretary of the Trade Union Council;
- Dr Johan Cloete, chief economist for Barclays Bank;
- Dr Francis Wilson, senior lecturer in economics at the University of Cape Town;
- Mr Leonard "Skakes" Sikhakhane, secretary of the Sweet, Food and Allied Workers' Union;
- Mr Hlaku Rachidi, president of the Black Peoples' Convention; and,
- Mr Len Thorne (in his personal capacity), director of the Natal Employers' Association.

"The alarm bells have been rung," said Dr Boraine, "and if the Government and employers don't do something concrete and positive about the situation we are in for a very serious time indeed."

Urgent

The events at Elandsfontein were nothing short of a strong and urgent message to the Government and management that until Black workers had the same rights and responsibilities as other workers "industrial peace will never return to South Africa."

The Government and employers, he said, were almost encouraging industrial unrest by maintaining their present standpoint.

"The time has run out. We've got no time at all. Urgent medicine is necessary.

"One therefore hopes the alarm bells will cause management to take far more initiative in recognising and negotiating with Black trade unions — which are not illegal.

"One also hopes the Government will come to its senses and amend the Industrial Conciliation Act to include Black workers," Dr Boraine added.

Mr Grobbelaar said: "Black worker organisations are adopting a more militant stance. They know they will eventually succeed in their aims. White workers had to fight for their rights and recognition. Why deny the same to Black workers?"

Mr Grobbelaar and other experts condemned police interference in labour disputes.

"Calling in the police is totally unnecessary — and dangerous — and management should resort to this action only if life or property are in serious danger," he said.

And leading Black trade unionist, Mr Sikhakhane warned: "We are heading for a disaster. Black worker power is growing and strikes could have a ripple effect throughout the country. We don't want this. But what alternative do we have when employers refuse to recognise or negotiate with us? They are trying to drive us into a corner."

Workers face riot charge

STAR 7/4/76

(150)

East Rand Bureau

Four Elandsfontein factory workers charged under the Riotous Assemblies Act appeared briefly in the Germiston District Court today.

Mr Abraham Mkhabela (29), Mr Stephen Moseko (26), Mrs Miriam Mogokane (21) and Miss Lilian Mashinini (19) are alleged to have conspired to prevent fellow workers from returning to their jobs at the Heineman factory

No evidence was led and the accused were remanded for trial in the Germiston Regional Court on April 28.

WALKOUT

The arrest of the four followed a walkout last week of about 300 workers whose requests for their own trade union in place of the government-created works and liaison committee was rejected by the management.

An application for bail was dismissed last week after Captain J Loots said the accused had threatened workers who wished to return to their jobs with physical violence.

(150)

Fin. Mail 9/4/76

HEINEMANN

Barlows sits tight

It is astonishing that Barlow Rand seems to have condoned Heinemann Electric's pigheaded handling of the Metal and Allied Workers' Union's attempts to gain informal recognition in its Elandsfontein factory (*FM* last week).

Two weeks ago SA Foundation president Jan Marais warned, in a widely-publicised address, that "SA cannot hope to escape . the demands of organised labour." And he asked: "Can we not do a lot more to improve inter-group relations by more of us embarking on an even more enlightened policy of labour relations?"

Marais said SA needed the loyalty of Black people. Baton charging workers is hardly likely to win it

Heinemann is 70% owned by Barlows and 30% by Heinemann Electric of New Jersey, USA

Three of Barlows' directors (Punch Barlow, Frans Cronje, and Ian MacPherson) are on the Council of the SA Foundation One (Dr P E Rousseau) is its honorary president, while at least two others are on its Board of Trustees

Presumably they endorse Marais' remarks Yet Reinald Hofmeyr, Barlows' group personnel manager, tells the *FM* "in no way are we prepared to see the union as the mouthpiece of the workers".

He adds: "We see great difficulties in negotiating with an unregistered union The situation is not analogous to the clothing industry — where there is a single African union representing the majority of the African workers which is recognised by the employers — because steel and engineering is a much larger industry.

"There are many more employers, and we also might find that there are a multiplicity of African unions which might still represent only a minority of the Africans"

He concedes that "we are not happy with the present industrial legislation for Africans since it does not give them bargaining rights comparable to other race groups. But we nevertheless feel obliged to negotiate through the channels provided by the Bantu Labour Relations Regulation Act"

There may indeed be difficulties. But the hard fact is that the great majority of the 600-odd Africans at Heinemann made it abundantly clear that they rejected the liaison committee system and wanted the union as their spokesman. So any attempt to foist a committee on them can only be doomed to failure.

Why cannot Heinemann at least get together with officials of the union and discuss the difficulties Hofmeyr refers to? There are only two African unions in the steel and engineering industry. Why cannot Barlows issue an instruction to all its companies in this sector to allow them to organise in their factories?

Our guess is that Hofmeyr's worry that they may speak for only a minority of the workers would then rapidly be overcome.

Jan Marais says the demands of organised labour are inescapable If the SA Foundation wants to be taken seriously all those company big-wigs on its Council and Board of Trustees ought to start practising what they preach.

REFILLING THE FACTORY

Has Heinemann Electric's intransigent attitude to its workers' demands led to recruitment problems? While Heinemann MD Wolfgang Wilckens denies this, Metal and Allied Workers Union officials claim that the company is running a campaign to woo back workers.

According to a union spokesmen, a Heinemann car, equipped with a loudspeaker and manned by foremen from the company, toured the Natalspruit African location last Sunday broadcasting appeals to "ex workers" to return. Heinemann officials also appeared at the office of the Industrial Council for the industry and issued the same appeals to dismissed workers who had approached the Council for assistance.

The Union tells the *FM* that only 100 of the dismissed workers have returned and that the rest, except for a few who found alternative work, are jobless.

Heinemann's Wilckens denies the Union's allegations and is satisfied with the rate of re-recruitment. Close to 300 of the dismissed workers are said to have returned while about a hundred new workers had been taken on The factory was back to about two-thirds of its original strength.

(1) 150 (2) ~~189~~ (3) ~~67~~

Heinemann shuts out 200 workers

By CLIVE EMDON

Labour Correspondent

BETWEEN 200 and 300 workers formerly employed by Heinemann Electric at Elandsfontein are out of jobs — and the company says it is not rehiring them.

The company, scene of a police baton-charge of workers a fortnight ago after a labour dispute, says it is up to complement with 500 African workers on its books

A fortnight ago the comany sacked all 606 of its African workers Yesterday the managing director, Mr W E Wilckens, said "We have all we need now in the present economic climate, and we are nearly back to full production."

He said he had rehired more than 300 of the original staff and the company had hired nearly 200 new workers.

Yesterday more than 200 people went to the company to be taken on Some claimed that only 15 men were taken on but Mr Wilckens said 50 workers had been rehired yesterday

In a statement yesterday the Metal and Allied Workers' Union said Barlow Rand, the group controlling Heinemann Electric, was "doing a disservice to industrial peace" in South Africa by "setting their face against the trend" of recognising Black trade unions.

The union underlined three issues which it claims Barlow Rand ignored about the Heinemann dispute

● There was no strike at the factory but there was evidence to show there had been a lockout of workers by the Management which had been preceded by victimisation of union members

● The police were at the factory gates on the Monday of the baton-charge before the workers arrived at work and before the dispute began — and could hardly have been called in to protect workers who wanted to go to work, as claimed

● The Barlow Rand assertion that they felt "obliged to negotiate within the framework created by law" was misleading There was nothing in the industrial council agreement for the iron, steel and engineering industry to stop firms negotiating with Black unions nor suggesting they would be opting out of this agreement if they did so

● Barlow Rand made no mention of the "conspicuous failure" the works and liaison committee system had been.

● Barlow Rand's suggestion that the union was not representative was also misleading Of the 606 African staff at Heinemann, 484 were members of the union.

150

ril 15, 1976.

NM 15/4/76

Four union officials on charges

Labour Reporter

FOUR NATAL textile union officials are to appear in the Durban Regional Court on charges of inciting a strike at the Natal Cotton and Woollen Mills last October.

They are Miss June Rose Nala, secretary of the National Union of Textile Workers, Mr. Christopher James Albertyn, organiser for the Textile Workers' Industrial Union; Mr. Thizi Khumalo, organiser for the N.U.T.W., and Mr. John Copelyn, secretary of the T.W.I.U.

They were summoned yesterday to appear in court on May 17 on charges under the Bantu Labour Regulations Act, 1953.

They are charged with having instigated a strike, or having incited African employees to take part in or continue a strike.

"The purpose of the strike was to induce or compel Natal Cotton and Woollen Mills to agree or or comply with their demands for proposals concerning terms of conditions of employment made by them, namely to terminate the services of the personnel manager, Mr. Cornelius Johannes Steenkamp," it is alleged in the charge sheet.

The alleged strike involved about 400 workers who stayed out of the factory for about 10 days.

(1) 154
(2) 149
(3) 150
(4) 174
(5) 193

DIAMOND WORKERS
On the brink

F.M. 23/4/76

The diamond cutting industry is teetering on the brink of confrontation Unless a final meeting of its Industrial Council can secure a compromise, only a decision to appoint a mediator or to refer the matter to arbitration can prevent the dispute between the Master Diamond Cutters' Association and the Diamond Workers' Union over the introduction of cheap labour into the industry (*FM* March 5) ending in a strike or lock-out

The issue came to a head on April 7, when a dispute was formally declared The Union claims that the dispute was declared unilaterally by the Association, although Sandy Davidson, secretary of the Association, denies this, claiming that the dispute was declared jointly

Once a dispute has been declared, the parties must resolve their differences

within 30 days Three meetings of the Council must be held towards this end, Robin Rich, general secretary of the Union, told the *FM* that the first two discussions had ended in deadlock

"The Association has made its final demands and they are still unacceptable to us This means that on May 6 they are entitled to lock us out of the factory On the other hand, we are then entitled to hold a strike ballot"

The third and final meeting was due to be held as the *FM* went to Press The likelihood of an agreement being reached seems remote Unless Minister of Mines Fanie Botha appoints a mediator himself, only a joint decision to submit to arbitration can head off a costly clash

Even the appointment of a mediator would be a temporary solution, however, as he would have no power to dictate a solution

With the Diamond Cutters' Association insisting on its need for cheaper labour and the Union equally determined not to endanger its members' job security, the odds on a clash seem ominously high

(1) 150
(2) ~~189~~

Workers released on bail

Labour Correspondent

FOUR workers from the East Rand Heinemann Electric factory who were arrested more than three weeks ago and charged under the Riotous Assemblies Act, have been released on bail following the granting of a Supreme Court application.

Mr Steven Maseko, Mr Abraham Mkhabela, Miss Lilian Mashinini and Mrs Miriam Mogokare were released yesterday on bail of R150 each

The Supreme Court application was made on Friday by the Metal and Allied Workers' Union, of which all four are members, and was not opposed.

Bail had been refused at two earlier court appearances

The four are due to appear in the Germiston Magistrate's Court tomorrow They were arrested on Tuesday, March 30, the day after police had baton-charged workers outside the Heinemann Electric factory at Elandsfontein

World unions hit Heinemann firings

STAR 28/4/76.

(2) 150

The Star Bureau

BRUSSELS — The International Confederation of Free Trade Unions has protested strongly over the treatment of Black workers by Heinemann Electric of Elandsfontein.

Heinemann Electric Company recently dismissed its entire African workforce after a dispute over trade union rights and the workers' rejection of the government-approved works and liaison committees.

In a letter to the Heinemann parent company in New Jersey, USA, Mr Otto Kersten, general secretary of the ICFTU said: "It is necessary to "that smooth industrial relations can be established only through bona fide trade unions.

"Until employers and the South African Government come to realise this there will be increasing workers' unrest, work stoppages and violence, with increasing pressure for the total withdrawal of foreign investment from South Africa."

● Four former Heinemann workers, charged under the Riotous Assemblies Act, appeared in the Germiston Regional Court today following unrest at the factory earlier this month, reports The Star's East Rand Bureau

Mr Abraham Mkhabela (29), Mr Stephen Moseko (26), Mrs Miriam Moeokane (21) and Miss Lilian Mashinini (19) are alleged to have conspired to prevent fellow workers from returning to their work at the Heinemann factory in the first week of April

No evidence was led and the case was postponed until June 9 at the request of the defence Bail of R150 each was extended on condition that the four did not interfere with State witnesses.

The final showdown between employers and workers over the introduction of cheap labour in the diamond industry loomed closer today as the Diamond Workers' Union held a mass meeting and strike ballot in Johannesburg

STAR 27/4/76.

Cutters leave union

Labour Reporter

Most of the craftsmen of one large diamond-cutting firm in Johannesburg were reported to have resigned from the Diamond Workers' Union as strike fever gripped the industry today

Threats of violence were alleged to have been directed at the estimated 45 workers from the Gustave Katz Diamond Cutting Works.

STRIKE BALLOT

News of the development came as more than 500 of the 850 diamond workers in Johannesburg left a general meeting which lasted about four hours and ended in a strike ballot

As the meeting ended, union executives stayed behind in a reported effort to persuade the resigned members to withdraw their resignations

Before they met behind closed doors, the president of the union, Mr Mick Geffin, summed up the feelings of his members by saying

"I have no doubt we shall get an overwhelming majority vote in favour of strike action"

(1) 134
(2) 150
(3) 174
(4) 193

(1) 134
(2) 150
(3) 174
(4) 193

The Star Friday April 30

Showdown looms for diamond men

30/4/76

Labour Reporter

All eyes are on the Minister of Mines and Labour, Mr S P Botha, as both the Diamond Workers' Union and the Master Diamond Cutters' Association prepare for the showdown.

The union's strike ballot in Johannesburg was an "overwhelming show of strength" with only 47 out of about 650 votes cast against strike action those of 45 possible dis-

The votes included senters who were persuaded to withdraw their resignation from the union after the ballot.

"BACK" TO WALL

"We have our backs to the wall and are prepared to fight for our livelihood," said Mr Robin Rich, general secretary of the union

"But we don't want to strike," he added

Mr Sandy Davidson, secretary of the Master Diamond Cutters' Association (the employers), said "We're not rocking boats"

In interviews with both sides it became clear that the Government played a major role in the controntation by pressing for local processing of small stones which previously left the country in an unfinished state

The Department of Mines proposed that stones of up to 1,79 carats should be processed by cheap labour The limit has since been lowered to 1,4 carats, but that still means that the existing work force will lose half of its work, according to the union

Mr Robin Rich, general secretary of the union, said today the union's limit of 0,89 carats for cheap labour made adequate provision for all small stones to be processed locally

"Neither the Government nor the country gains anything by raising that limit Only the employers will gain from that," Mr Rich said.

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Diamond workers are 'out' from Monday

Mercury Correspondent

JOHANNESBURG — The 900 member South African Diamond Workers' Union declared last night that none of its members would be at work as from Monday because of a "lock out" by employers

The union's general secretary, Mr Robin Rich, said the "lock out" existed because the industrial agreement with employers had ceased yesterday.

"Our members decline to work under conditions in which employers can dictate any terms and may very well bring in unskilled Black labour," he said.

Mr. Rich added, however, that his union was prepared to open new negotiations.

He said the Minister of Labour, Mr. S. P. Botha, had appointed a mediator. "But the mediator will only be available on May 24, and we are not prepared to extend the 30-day period just ended for formal negotiations."

Earlier in the day, the secretary of the Master Diamond Cutters' Association, Mr. Sandy Davidson, said his association was doing nothing to "rock the boat" and would work with the mediator to seek a solution.

150

Diamond cutters stay out

NM 11/5/76

JOHANNESBURG — About 700 diamond cutters yesterday unanimously decided not to return to work until they were given written agreements on conditions of employment by their bosses.

The decision, which the Diamond Workers Union (DWU) maintains is not a strike, has brought about 32 diamond - cutting works here to a standstill.

The DWU claims the failure of employers to conclude an agreement before the May 7 deadline in accordance with the Industrial Conciliation Act constituted a lockout, but employers are adamant that their factory doors are still open. — (Sapa)

(1) ~~174~~
(2) ~~154~~
(3) 150
(4) 193

Top diamond union man threatened

18/5/76

STAR

The general secretary of the Diamond Workers' Union, Mr Robin Rich, has been threatened with his life by an anonymous telephone caller.

This follows a similar telephone threat last week against diamond worker Mr Louis du Toit (48), who had a heart attack soon afterwards.

Mr Rich received the call yesterday soon after about 700 diamond cutters had decided to remain out in their dispute with employers over a signed wages and working conditions agreement.

"A man called up and threatened to shoot me," said Mr Rich. "I have taken it in my stride and have not mentioned it to the police. I don't worry about it."

Mr du Toit, a licensee at a Johannesburg diamond cutting works who is not a member of the Diamond Workers' Union, was taken to hospital and remained in the intensive care unit for four days.

He is expected to stay in hospital for about six weeks, his employer, Mr Manny Juden said today.

According to colleagues, Mr du Toit received the call last Monday, which was later reported to the police.

They believe the anxiety caused by the call may have brought on the heart attack.

"As a non-union member, he was entitled to work," said Mr Juden.

At present no members of the DWU are being paid strike pay. The only drain on union funds is a R5 a day allowance to picketers.

150

Strike case appeal

18/5/76 N-M

CAPE TOWN — It was a great pity that the management of a bakery had not prevented a strike by adopting a more reasonable attitude towards its workers, Mr. Justice A. P. Burger said in the Supreme Court here yesterday.

He concurred with Mr. Justice R. de Kock in upholding appeals by 13 employees of Duens Bakery who had been convicted of illegal striking.

Convictions and sentences — of R100 or 90 days, suspended for three years — were set aside.

The Court was told that the strike, on August 13 last year, had followed a dispute between workers and management over the dismissal of four employees, and the establishment of a works committee.

Mr. Justice de Kock said that the State had failed to prove that the strike was unlawful.

In terms of the relevant Act, the State had to prove that a report on the dispute had been submitted to the Bantu labour office for the area and that a period of more than 30 days thereafter had elapsed.

The evidence was silent on whether or not a report had been submitted. — (Sapa.)

~~(1) 134~~

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F. M. 4/6/76

Diamond Workers' leader Robin Rich . . tied to the workbenches

DIAMOND DISPUTE

No end in sight

As the work stoppage in the diamond industry enters its fourth week, the possibility of a settlement seems remote - despite the intervention of mediator Hugh Tindale The stoppage seems destined to continue until one side capitulates or government intervenes

As we went to Press, the Master Diamond Cutters' Association was considering Diamond Workers' Union demands for long term job protection The union has made a return to work conditional on employers' accepting a 10-year agreement guaranteeing the jobs of union members against encroachment by unskilled cheap labour

The union has previously requested similar assurances, but only over five years As the Association has always rejected these, it is unlikely to accept a 10-year agreement Even if some compromise is reached on this issue, the basic issue of the level at which unskilled labour is to be introduced would remain unresolved

Government has told the industry that it wants all sizes of diamonds cut and polished in SA, thus necessitating the introduction of a "smalls" industry The Association replies that this cannot be done without introducing unskilled cheap Black labour to process diamonds weighing up to 1,79 carats The union has agreed to train the new labour itself, but will not allow it to process stones over 0,89 carats The issue remains deadlocked

The Union is now contemplating a deputation to Minister of Mines Fanie Botha to ask him to allow union members to buy up stones and process them themselves They claim that the Diamond Cutting Act, which prohibits the processing of diamonds outside the premises of a master diamond cutter, has "tied us to our workbenches"

The dispute may, however, be settled by Botha in a totally different way He is believed to be considering legislation whereby government would itself set the demarcation line at 1,39 carats, half-way between the Association and Union demands Whether the employers would accept this is unknown The Union, certainly, is pledged to bitterly oppose any such move

The union claims that no members are presently at work.

World strike league

Switzerland, Germany , Sweden and Holland are the most stable, trouble-free Western countries when it comes to labour relations.

On the other hand, Italy, Canada, the United States, Ireland and India appear to be among the worst.

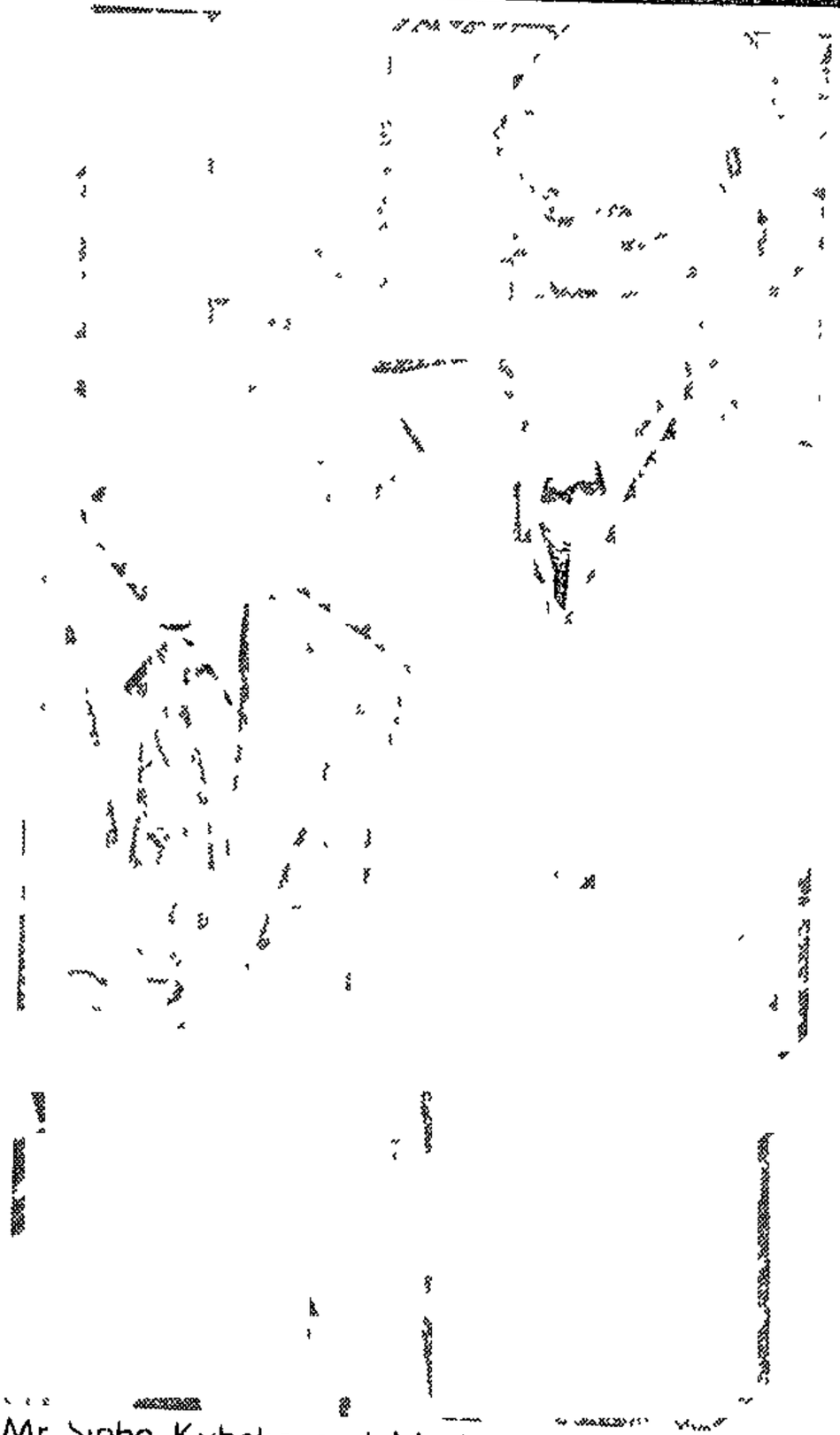
Britain, which has just about the worst reputation for strikes (only bettered in popular imagination by Italy) in fact is about average in work stoppages.

The table below shows the number of days lost through industrial disputes per 1 000 people in 18 countries between 1965 and 1974. The industries covered are in most cases mining, manufacturing, construction and transport.

Days lost per 1,000 people employed

	1965	1966	1967	1968	1969	1970	1971	1972	1973	1974†	Average for 5 years 1965–1969	5 years 1970–1974	10 years 1965–1974
Australia*	410	360	320	460	860	1,040	1,300	840	1,030	2,510	482	1,344	913
Belgium	40	320	90	230	100	830	720	180	500	330	156	512	334
Canada	790	1,570	1,200	1,670	2,550	2,190	800	1,420	1,650	2,600	1,556	1,732	1,644
Denmark§	400	30	20	20	80	170	30	40	4,020	300	110	912	511
Finland	20	150	410	250	200	270	3,300	530	2,500‡	470	206	1,414	810
France	100	240	430	(a)	200	180	440‡	300	330	250	242 (b)	300	274 (b)
Federal Republic of Germany	—	—	30	—	20	10	340‡	—	40	60	10	90	50
India	470	890	1,270	1,150	1,270	1,440	1,100‡	1,300	1,330	(a)	1,010	1,292 (c)	1,136 (c)
Ireland	1,720	1,420	520	910	2,170	490	670	600	420	1,260	1,348	688	1,018
Italy	540	1,710	580	930	4,160	1,730	1,060	1,670‡	2,470‡	1,800	1,584	1,746	1,665
Japan	360	170	100	160	200	200	310	270	210	450	198	288	243
Netherlands	30	10	—	10	10	140	50	70	330	—	12	118	65
New Zealand	50	230	320	310	300	470	350‡	300‡	530‡	360	242	402	322
Norway	—	—	10	10	—	70	10	—	10	490	4	116	60
Sweden**	—	110	—	—	30	40	240‡	10‡	—	30	28	64	46
Switzerland	—	—	—	—	—	—	10	—	—	—	—	2	1
United Kingdom	220	170	220	370	520	740	1,190	2,160	570	1,270	300	1,186	743
United States‡‡	860	880	1,430	1,590	1,390	2,210	1,600‡	860‡	750‡	1,480	1,230	1,380	1,305

(1) 150
~~(2) 189~~



Mr Sipho Kubeko and Mr Gavin Anderson outside the court yesterday

Factory unrest charges unclear, says attorney

8/6/76 RDM

Staff Reporter

THE Germiston Regional Court was asked yesterday to quash charges against two organisers of the Metal and Allied Workers' Union because they were unclear.

Mr Gavin Michael Anderson, 24, and Mr Sipho Kubeko, 23, face charges under the Riotous Assemblies Act, the Bantu Labour Relations Regulations Act, the Industrial Conciliation Act and the Police Act They arise from labour unrest at the Heinemann Electric factory in Elandsfontein, Germiston, in March

Mr G Bizos (for Mr Anderson and Mr Kubeko) said the accused were not clear about the charges they faced

The charge sheet was jumbled, he said, and he could not defend them if he did not know the exact charges

The prosecutor, Mr A Hattingh, opposed the application, saying further particulars were available to the defence

The exact words used by the accused during the incident were not known, but the effects of the words were set out in the charges, he added.

Mr Bizos emphasised that the actions of the accused were not laid down, and asked for the charges to be quashed and a new charge-sheet drawn up

The magistrate, Mr J J H Malherbe, will give his decision on the application today Bail of R200 was extended

Mr Bizos was instructed by Bowman, Gilfillan and Blacklock

150.

RDM 10/6/76

200 strike for more pay

Own Correspondent

EMPANGENI. — About 200 African employees of the Murray and Roberts Co (Pty) went on strike yesterday.

The construction workers who work near Richards Bay, did not arrive at work yesterday after earlier demands for higher wages and for salaries to be paid on a fortnightly — not a monthly — basis were not met

Police were called, but there were no reports of violence

The men have agreed to work today following negotiations.

150

Regional

Strike witness tells of Black power salutes

RDM 10/6/76

Staff Reporter

A WITNESS at the trial of two officials of the Metal and Allied Workers Union told yesterday how strikers at the Heinemann factory shouted "amandla", with their fists clenched in Black power salutes, before police baton-charged them

Mr Gavin Anderson, 24, and Mr Sipho Kubheka, 23, are appearing in the Germiston Regional Court on charges under the Riotous Assemblies Act, the Bantu Labour Relations Regulations, the Industrial Conciliation Act and the Police Act.

All arise from the unrest at the Heinemann Electric factory in Elandsfontein in March.

The witness, Miss Sandra Edwards, 22, said that when she arrived at work on Friday, March 26, a crowd at the factory gates threatened to assault anyone who tried to enter.

Despite the threats she went in to collect her salary

On the following Monday the position was much the same. A number of policemen were there and an officer, using a megaphone, ordered the crowd to disperse and not "waste time".

The warning was met by cries of "Power is ours" and Black power salutes Then the police charged

Miss Edwards said she had seen both Mr Anderson and Mr Kubheka in the crowd Mr Anderson appeared to be giving orders.

The managing director of Heinemann, Mr Wolfgang Wilckens, told the court that all workers who sought re-employment after the strike had to fill in a form in which they were asked to name the main trouble makers

This had been necessary to gauge the attitude of each applicant. He denied that it was meant to encourage employees to spy on one another.

The trial was postponed to June 16

Mr A Hattingh appeared for the State and Mr G Bizos for the defence

Daily Disp. 11/6/76

150

Workers walk out at timber firm

EAST LONDON — The black staff at Hodgetts Timbers walked out yesterday and casual labourers were employed

The manager of the company, Mr L van Zyl, said he hoped his staff would be back at work today "and that we can sort it all out."

Mr Van Zyl said he did not know why the men had not worked yesterday She had gathered together away from the premises of Hodgetts and no deputation had met Mr Van Zyl

He was reluctant to say anything further, adding that he hoped all would be back to normal today. — DDR.

ARGUS 16/6/76

Botha's meeting with diamond strikers fails

A MEETING between the Minister of Labour and Mines, Mr S P. Botha, and the South African Diamond Workers' Union in Cape Town yesterday failed to resolve an industrial dispute and end the diamond workers' month-long strike.

Speaking from Johannesburg today, the general secretary of the union, Mr Robin Rich, said the Minister had refused to help the workers by defining a small diamond as one up to 0,89 carats in the rough

The 900 union members downed tools on May 7 to protest against the proposed introduction of Coloured and Indian workers into the industry to cut and polish small diamonds.

The employers claim that if this were done, it could increase the industry's foreign earnings by R65-million a year.

The White workers maintain, however, that 60 percent of the union members are already employed in cutting and polishing diamonds smaller than 1,79 carats in the rough

This is the employers' definition of small diamonds but the workers want it dropped to 0 89 carats. They would then be prepared to train any non-White workers introduced by the employers.

At present 120 non-union workers and a similar number of apprentices are keeping the industry going.

In an attempt to solve the dispute, Mr Botha appointed Mr Hugh Tindale, chairman of the Wage Board, as mediator Mr Tindale and representatives of the employers attended yesterday's meeting with the Minister

Before the meeting the union made it clear that Mr Botha had the power to end the strike in the industry by demarcating the size of stones to be given to 'cheap labour' for processing

Today Mr Rich said the meeting had been a 'waste of time.'

'STATEMENT'

'So much for Mr Botha's statement in Parliament that White workers in this country are entitled to protection,' he added. 'It has been left to the parties involved to solve the dispute.'

Mr Rich said the union regarded the proposal as a threat to their job security and the job standard

'We can only prevent it by withholding our labour.'

The union is to hold a report-back meeting today in Johannesburg.

~~(1) 134~~

~~(2) 169~~

(3) 150

~~(4) 174~~

(150)

CAPE TIMES 17/6/76

Police act after strike

Own Correspondent

JOHANNESBURG. — Police reinforcements were sent to Delmas, in the Eastern Transvaal, to assist police there at the huge Delmas Milling Company, where 200 Black workers went on strike yesterday over a wage dispute.

A senior police official at Springs said there were no incidents. Police remained on stand-by to watch the situation.

150

Milling firm fires 176 as strikers return to work

RDM 18/6/76.

Staff Reporter

THE Delmas Milling Company in the eastern Transvaal yesterday fired 176 striking workers.

The company decided to pay them off when they refused to return to work. The rest of the labour force of 251 decided to go on shift yesterday after striking since Tuesday over a wage dispute.

Police are on standby at the factory and are watching the situation closely.

The workers staged a sit-down protest on Wednesday after rejecting a wage settlement.

Staff at the mills are paid on nine different salary scales. Starting wages are R16 per week and employees progress through different scales to R48 per week, with a top scale of R61 on a merit basis.

There was discontent because some workers thought their colleagues had received better increases.

(1) 149
(2) ~~150~~
(3) ~~211~~

STAR 26/6/76

Seventh week of 'lockout'

Robert Kennaugh

As the diamond workers "lockout" goes into its seventh week the families of 900 White workers are suffering hardships

All efforts to end the dispute, including a meeting with the Minister of Mines and Labour, Mr S P Botha, have failed.

Diamond workers have gone without pay and stopped work because they fear the encroachment of unskilled cheap labour into sections of the work traditionally done by skilled workers

The Diamond Workers' Union has agreed to train unskilled labour, but will not allow it to process stones heavier than 0,89 carats

The Minister has refused to settle the dispute by demarcating the weight of stones to be handed to unskilled workers.

Mrs Helen Muller (25), an Edenvale mother of four young children, said: "The longer the dispute goes on the worse it gets. We are battling to pay our house bond and our monthly expenses."

Mrs Yvonne Mercado, of Linbro Park, a mother of four teenagers, whose husband, Raymond (47), is unpaid vice president of the union, said: "My family has lived through two strikes. It is very worrying. You never recover what you have lost"

(1) 149
(2) 262 - Cape

COUNCIL WORKERS MEET OVER PAY

ARGUS 29/6/76

The Argus Municipal Reporter

THE municipal work force is the biggest investment the City Council has — but the council does not seem to realise that or to accept it, says a workers' union official.

Mr Sakkie Uys, president of the council branch of the South African Association of Municipal Employees (SAAME), says the council would lose more through a drop in productivity among dissident employees than by improving wages and salaries.

He told a special meeting of more than 400 White workers last night that a 10 percent drop in productivity could cost the council R4,5-million on its R45-million-a-year wages bill.

The SAAME branch meeting was called by members who wanted to know what success branch executives had had in a pay dispute which has been dragging on for nearly two years.

SAAME has asked for its 19 percent pay claim to be settled in an arbitration court.

TURNED DOWN

The union's demand for pay improvement was turned down by the council's executive committee, whose counter-offers in turn were rejected by SAAME.

Last year the union withdrew its claim for higher wages shortly before it reached arbitrators.

Mr Uys said: 'I would have thought that at least after what we did they would be reasonable. But it seems there is no sweet reason and in this service you must fight for anything you want.'

The council came under fire for 'dragging its feet' and delaying negotiations for higher pay.

Mr Uys said the dispute could be settled within two months if it went directly to arbitration without first going through a conciliation board.

1 149

2 262 - Cape

'Breach of faith' by council on wages

Cape Times 29/6/76

Staff Reporter

THE CAPE TOWN branch of the South African Association of Municipal Employees (SAAME) last night passed a motion of no confidence in the City Council for not coming to an agreement on the wage dispute "within a reasonable period."

The motion was passed unanimously by more than 450 municipal workers at a special general meeting called by members of SAAME who wanted a report on the latest developments in the wage dispute with the City Council.

Earlier this month, the Executive Committee of the council rejected SAAME's demand for a 19 percent wage increase for municipal workers.

"Dragging feet"

The reason given for SAAME's motion was "breach of faith by the council by dragging their feet and playing for time by prolonging negotiations".

Mr A J Uys, chairman of SAAME, said there was no doubt that SAAME was in dispute with the council, and that the workers were "completely dissatisfied" with the treatment they had received

He said SAAME had applied in writing to the Department of Labour for arbitration A copy of the letter had been sent to the City Council, which would have until July 5 to reply.

(1) (152)
(2) 211

F.M 23/7/76

DIAMOND DISPUTE

The compromise

The diamond cutters are back at work The industry's 11-week work stoppage ended on Friday when the Master Diamond Cutters' Association and the Diamond Workers' Union agreed on a new six-year industrial agreement allowing unskilled labour to work on stones weighing up to 1,19 carats.

It's a compromise between earlier employer and union demands

Minimum wages have been increased from R60 to R75 per week and union members' monthly cost of living allowance has been stepped up from R50 to R75. The two parties have also agreed on a clause allowing either to request that the demarcation line be submitted to arbitration in a year's time or at any time thereafter. If this occurs, arbitration becomes compulsory

A supplementary agreement guarantees sick pay and pension funds for an additional four years This removes the union's fears that fringe benefits, some of which have been negotiable, can be used as a bargaining counter against them

Union secretary Robin Rich tells the *FM* that, while the 1,19 carat cut-off point is a compromise on the union's part, he is satisfied the new agreement will give artisans a fair degree of job security. This will be achieved through the retrenchment clause, whereby no retrenchment of artisans may take place without the approval of the industrial council or (should the council be deadlocked), an arbitrator.

Rich . . . a compromise plus security

Despite the signing of the agreement, it will be some years before unskilled labour is introduced. The would-be operators have not yet been recruited and will have to undergo fairly lengthy training.

There is a considerable backlog of work — a problem compounded by the fact that around 10% of the industry's artisans have found other jobs and will have not yet returned.

Rich adds, however, that many men have to work one month's notice in their alternative jobs before they can return

152

870 stop work in pay disputes

3/8/76 MM

Mercury Reporter

LADYSMITH — About 600 women stopped work for a few hours yesterday morning following a wage dispute at Scotford textile mills here.

It is reported that stones were thrown before the police were called. At another incident in Zululand yesterday, 270 men stopped work.

Captain H. W. F. Strydom, Station Commander at Ladysmith, said he and a party of about a dozen policemen arrived at the textile factory in the Nambeti area about 7.30 a.m. and the women were gathered outside the factory.

The dispute apparently began when some new workers were taken on at R8 a week.

The employees with longer service said this was unfair as they were earning only R9 after three years.

Some of the employees due for an increase were offered 50c a shift (R2,50 a week) but they refused and said they wanted R1 a shift.

Captain Strydom said he had spoken to the women and a Department of Labour industrial inspector negotiated with the employees. The dispute was discussed by a committee and the remainder of the women went back to work.

Captain Strydom said there had been no incident while the police were there and he had left the factory about 10 a.m.

Late yesterday afternoon, Captain Strydom said he had been told by a Labour Department official that a compromise had been reached over a wage increase.

The 270 Africans who stopped work at Isetebe, Zululand, were also demanding higher wages, and 65 labourers were later dismissed.

A police officer said the strike at the Chalwyn (KwaZulu) (Pty.) Ltd., factory, which makes primus stoves and kitchen equipment, was the culmination of dissatisfaction felt last week when a 45-hour working week had been reduced to 42 hours, resulting in a 75c wage drop.

The management explained that the factory was overstaffed and had reduced working hours to prevent a forced lay-off of 30 employees.

The stoppage, which lasted five hours, was peaceful and police did not have to take action.

152

Africans want manager out

5/8/76 NM

Mercury Reporter

EMPANGENI — About 50 Africans from a Richards Bay bakery went on strike outside the Empangeni Magistrate's Court yesterday, demanding the dismissal of a manager after a truck driver had been shot dead on Tuesday night.

It is alleged that the driver, Mr Bongani Ndhlovu (30) of Ngwelezane, had been shot dead after he had drawn a knife on a bakery official. The official had ordered Mr. Ndhlovu off the premises when the incident is said to have occurred.

Police are still investigating the matter.

Meanwhile, the strike, which lasted about six hours while leaders negotiated with the Department of Bantu Affairs, was peaceful and police were not summoned to the scene

(1) 104
(2) 152

1 300 Transkei strikers fired

DD 6/8/76

BUTTERWORTH — The 1 300 workers at Pep Homeland Industries who went on strike here on Wednesday were all fired yesterday.

The company's personnel manager, Mr J. G Buys, said ex-workers and new workers would be able to apply for employment immediately

Mr Buys said a deadlock had been reached on the demand for R25 a week for unskilled men and R20 for women

He said the company was investigating complaints that a foreman had assaulted workers. It was company policy for anyone found assaulting other employees to be dismissed immediately.

The company was investigating the workers' grievances and he expected production at the factory to be in full swing again in a few days

Workers said they downed tools because a white foreman hit one of the black women despatch clerks

About 300 workers gathered on a rugby field next to the factory yesterday morning, demanding the immediate dismissal of the foreman

A Transkei police contingent of about 40 kept a close watch on the situation

After some heated exchanges between individual strikers and policemen, the workers left the field and went home — DDR.

(1) 104

(2) 152

400 strike at Umtata

12/8/76 DD

UMTATA — About 400 workers from the Xhosa Development Corporation's building unit went on strike at the Fort Gale housing estate here yesterday.

The workers, all labourers, were demanding higher pay. None of the semi-skilled or skilled workers from the 900-strong labour force stopped work.

The labourers, who earn 25c an hour, did not stipulate the amount they were demanding

They stopped work just before lunch. Most of them restarted by the end of the day.

The managing director of the Transkei Development Corporation, Mr Franko Maritz, said last night about 140 labourers had not returned to work by the end of the day.

He said those workers who did not return to work this morning would not be re-employed.

Mr Maritz said the labourers had recently been granted an increase and he believed some of yesterday's strikers were intimidated by outsiders.

A full statement on the strike would be released today as he was not sure of all the facts, Mr Maritz said. — DDR.

152

18 workers quit

25/8/76 STAR

The factory staff — 18 men — of a Wynberg, Johannesburg, company, downed tools today and left after refusing to work for their present wages.

A senior spokesman for Arcum Architectural Aluminium said police were called in at about 10.15 am. However, the men left without any incident, he said.

The spokesman said: "The workers are considered as having deserted us, we will seek alternative employees."

Gold mine ends dispute

Labour Correspondent

LAST night the Mine Workers' Union and management of the Lorraine Gold Mine reolved their dispute after a strike on Tuesday by 55 White mine workers. A fight between a White and an African mineworker sparked the dispute.

The White mine workers who were back at work yesterday had refused to go underground unless the management took immediate disciplinary action against the African who is said to have retaliated when assaulted by a White.

The issue, if handled wrongly, could have flared up with justice being claimed for the 55 White mine workers on one side and by the several thousand Africans working in the same shaft, on the other.

Neither man was seriously hurt. The White man is reported to have punched the African who picked up a wooden block and fought back.

There are tested procedures for settling issues relating to fights underground. Usually a proper inquiry is held and the parties concerned and witnesses give evidence. Sometimes charges of assault are laid with the police.

The Mine Workers' Union representative claimed on Tuesday that their 55 members had not gone underground because of the danger of attack by Africans.

But the mine management discounted this.

Yesterday afternoon, the White Mine Workers' Union representative met the mine manager, Mr P. R. Wheeler.

The union had initially demanded immediate disciplinary action against the African mineworker, a Rhodesian. This was turned down.

It is understood that in the talks last night the union asked for all complaints to be taken up by the mine management.

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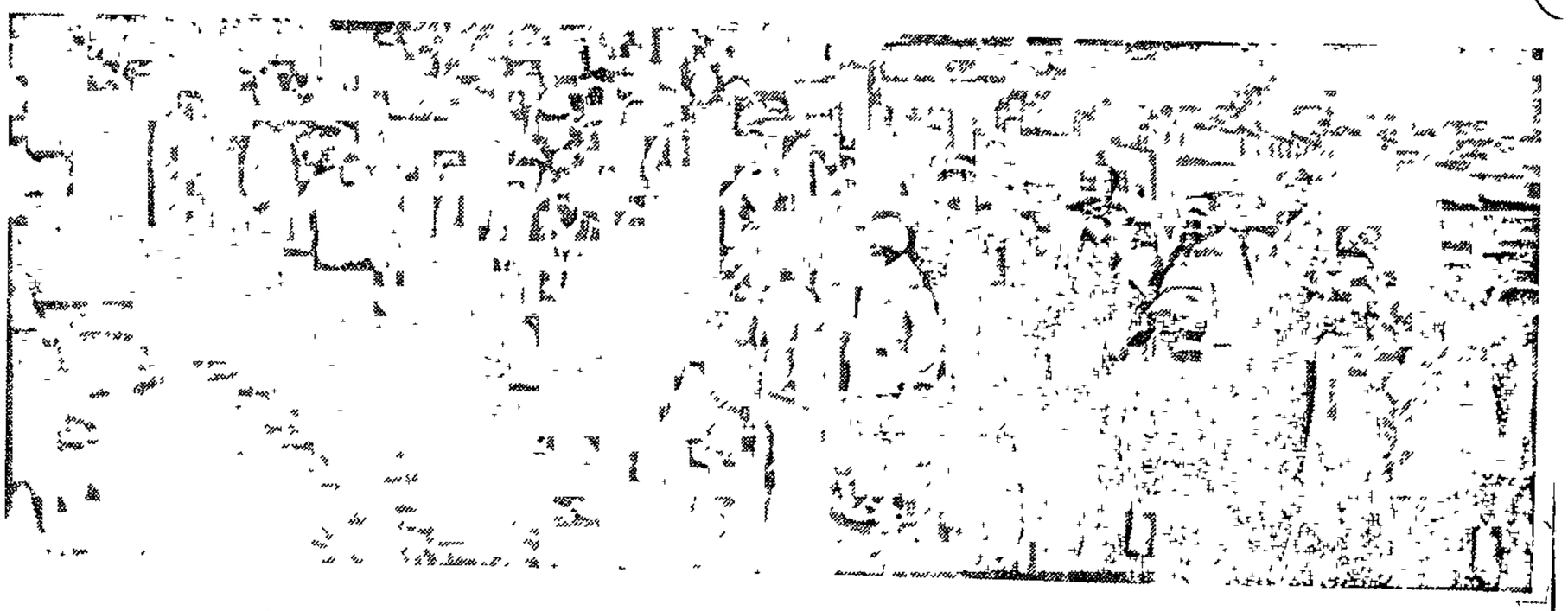
Waiting in the rain

HOUSANDS of commuters (right) wait in vain the Market Place bus rank for Corporation uses to take them home after bus drivers refused drive their vehicles following a wage dispute. ome of them waited for as long as six hours in ouring rain but although they were impatient ey remained in orderly and peaceful queues. When darkness fell large numbers began walking ome, while others marched to the Lorne Street us depot, where they demanded to be taken ome. African inspectors later drove them home the buses were followed by small bands of policemen.



20 000 STRANDED BY BUS STRIKE

Mercury Reporters 2/9/76 MM

TWENTY-thousand commuters were stranded in pouring rain yesterday when Durban Corporation's African bus drivers went on strike over a pay dispute.

Last night, the City Council arranged with South African Railways, Putco and Indian-owned bus companies to provide extra transport to get Africans to work today.

No serious incidents occurred yesterday as passengers crowded the bus ranks at the Market Place, patiently waiting up to six hours to get home.

Some had been waiting since 3 p.m. Three hours later many began walking home while others boarded Indian buses to the outskirts of their townships.

Others who could not afford the double rates being charged by some Indian bus owners waited outside the Lorne Street bus depot hoping that the dispute between the drivers and the Transport Department would soon be settled.

One Indian bus driver explained the double rate charge as necessary. They had to go out of their way to carry the commuters "at a risk," he said.

Their buses were, however, filled.

Soon after 8 p.m. a few riot policemen arrived at Lorne Street Depot, but stayed almost out of sight as the drivers waited for word from the municipality about their demands.

About 160 buses out of a total of 437 failed to leave their depots for last night's runs. Of these, 152 were from the Lorne Street Depot, which normally leaves from the Market Place ranks.

A few buses did turn up at the ranks, but they left after their drivers were told by colleagues to return to their depots.

Several hundred commuters later marched to the Lorne Street Depot demanding to be taken home after producing bus tickets.

At 8.20, African inspectors offered to drive the commuters home and as the buses left they were followed by small bands of policemen.

Some of the women waiting in the pouring rain had babies in their arms. Others with umbrellas and cardboard boxes sheltered their crying children.

The dispute arose when the City Council and the Durban Transport Management Board decided to reject extra pay demands by Black bus drivers on the non-White service to be paid on the same scale as White drivers.

Their demands amounted to between R95 and R100 a month.

The chairman of the Council's Policy and Finance Committee, Mr. Ron Williams, last night said the demands were "unreasonable."

Their strike action was illegal and the Council believed that Black passengers could not afford the burden of the inevitable increased fares if the pay demands were met.

He urged Black workers to remain calm today.

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Strike no worry to employees

3/9/76 MM.

Mercury Reporter

WORKERS of all races showed an unexpected ability to beat the sudden strike by municipal bus drivers and arrived in time for work yesterday, according to the Natal Chamber of Industries and Durban Chamber of Commerce.

Both chambers had warned their members on Wednesday afternoon that a strike was expected, and advised them to make special arrangements to get their workers home and collect them in the morning.

As a result, the chambers did not receive any calls yesterday. Reports received indicated that workers used trains, emergency bus services, taxis and obtained lifts to good advantage.

Mr. John Conradie, president of the Durban Chamber of Commerce, said that this kind of strike action must be expected when an employer pays differential wages according to race.

However, schools, hospitals and some shops reported pupils and staff late.

Bluff schools were those mainly affected — while some in the area said most of their pupils did not catch buses to school.

Addington Hospital reported staff late for work because of having to walk to stations to catch trains, but said there was no absenteeism.

One supermarket said staff had been late for work but the percentage of absenteeism was normal.

Some taxi services reported brisker trade.

Pinetown Municipality had arranged alternative transport for the 22 000 workers in the area before the strike was called off.

The public relations officer, Mr. Clive Serrurier, said workers in the St. Wendolins — Klaarwater area and the Clermont — Kransloof area were affected by the strike.

The municipality had arranged with two independent bus companies to provide transport from two pre-determined points in Pinetown.

South African Railways arranged to put on 10 extra trains to take workers back to Umlazi and Kwa Mashu after work yesterday.

The additional trains were cancelled, however, when it became known that the drivers' work stoppage was over.

Six extra trains were pressed into service yesterday morning to ease the influx of township workers in to the city's industrial areas.

Putco, which is facing its own wage demand crisis, was not able to help the municipal transport department.

"We are operating on a very tight schedule ourselves and could spare neither drivers nor buses, even if we had been asked," spokesman Mr Ricki Stevenson said yesterday.

Grasping the nettle

F.M. 10/9/76

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The labour disputes in Durban and on the Reef are a grim reminder of what happened in Natal at the beginning of 1973. Employers must move to prevent such things happening

Employers round the country are no doubt heaving sighs of relief that the present unrest has not spread to offices and factories — and holding thumbs that it won't The stay-aways in Johannesburg on August 4 and on August 23, 24, and 25 arose from the township situation, not from industrial disputes

But it would be naive to suppose that all is well on the factory floor The dispute last week between the Durban Transport Management Board and African bus drivers and the strike this week by the workers at Armourplate Safety Glass in Springs suggest otherwise

While there is not a lot that businessmen themselves can do to resolve conflict in the locations, since that is a political problem, they *can* do something about resolving it in their own establishments

One way is to grasp the nettle of trade union recognition — and sooner rather than later Failure to do so has already caused some damaging industrial disputes, notably the one at Heinemann Electric last April Management in that case flatly refused to deal with the African union despite the fact that the great majority of workers rejected the works committee system and requested recognition of their union

The question of union recognition has also arisen in the dispute at Armourplate It arose from the dismissal of three workers in the despatch department at the end of July Armourplate chairman John Breakspear tells the *FM* they were dismissed because there was no work for them. An earlier agreement with the works committee that the factory should go on a four-day week did not imply, he said, that there would be no retrenchments.

The works committee contends it agreed to the four-day week in order to avoid staff reductions, and that the dismissals are a violation of the spirit of the agreement The workers therefore gave management 30 days in which to reinstate the three men, failing which a strike would be called in accordance with the legal procedure prescribed in the Bantu Labour Relations Regulation Act

The deadline expired last Thursday and the strike began on Monday this week Breakspear says the works committee was democratically elected by secret ballot and that communication with it worked well until the dispute He alleges that the strike was called by the works committee without referring back to the workers, and that his information is that "a lot of our workers are being intimidated"

About three-quarters of the 200-odd Africans in the factory are members of the Glass and Allied Workers' Union. There was a strong demand for a strike among the workers, although union sources tell the *FM* union officials had grave reservations about it, pointing out that it was a serious step to take and that the workers would be putting themselves in a "very awkward position" by striking in the present recessionary climate.

The union rejects Breakspear's allegations Indeed, the secretary of the works committee, Daniel Lesia, tells the *FM* the committee also advised the workers against a strike. The workers were angered by a reported statement by Breakspear that they had not been consulted by the committee, and were adamant that the strike should go ahead

With management and the works committee deadlocked, and the strike deadline approaching, the committee asked the union to intervene on its behalf Union secretary Jacob Nthebe tells the *FM* the union twice approached Breakspear for a meeting in the hope of avoiding a strike, but that he refused to meet the union

Breakspear .. won't talk to the union

Breakspear at first told the *FM* it would be a "great disservice to the works committee" for the company to

"negotiate with someone else" When it was pointed out to him that it was the committee *itself* which had called in the union, he said he was not prepared to have trade unions or anyone else brought in at this stage The workers are not trying to negotiate, they are demanding"

Armourplate is a member of the British Pilkington group, which has another factory in Springs, Pilkington Bros (SA) About two years ago it, too had an industrial dispute The *FM* understands that the Black workers there are very unhappy about the events at Armourplate, and there are fears that Armourplate's troubles may spread

Springs is not the only scene of potentially damaging confrontation Last week riot police were called in when a strike by African bus drivers threatened to cripple Durban's transport system The Durban Transport Management Board said it called in the police in order to keep an essential service going

In contrast, the local Tucsa representative Jock Espie, said "the parade of armed men is to be regretted in an industrial dispute that had no violence or overtones of violence"

It is asking for trouble to conduct industrial relations in this way What is going to happen when the present generation of school children in places like Soweto move into the factories? They appear to be much more radical and militant than their parents, and more highly politicised. If the Black workers of today resent job reservation, discriminatory pay (which was the issue in the Durban confrontation), high-handed treatment by management and White foremen, low wages, and a thousand and one other things, how much more are their children going to?

The Durban bus drivers quickly called off their strike and returned to work saying they were frightened of the policemen's guns We were told to go into a big workshop and when we got in we were surrounded by policemen with guns The policemen even wore steel helmets We were told we could choose to go to work or go to jail for five years There was no negotiation It is a sad day for us We have no union to fight for us What can we do?

When the youth of today have become the workers of tomorrow are displays of force like this going to get them peaceably back to work as happy men?

This is the kind of question which every employer needs to ask himself

There is no sign that government is going to change its policy and extend to Africans the same right to membership of a recognised trade union enjoyed by other workers But as the *FM* has repeatedly pointed out in the past, African unions are not illegal Some two dozen are already in existence and there is nothing in South African law to prevent companies from allowing them to function in their factories and from negotiating with them

For years the clothing industry has had an amicable working relationship with an African union A tiny handful of other firms, such as Smith and Nephew in Durban, also co-operate with unregistered African unions

The African union movement is still small, with fewer than 100 000 members, and most employers have not been approached by a union seeking recognition They can therefore claim that the whole question is still "hypothetical." But 99% of those who have been approached react like Heinemann and Armourplate, for various reasons

- African unions are illegal This is simply not true
- It is against government policy Maybe although policy and law are two different things But can South Africa afford to wait until government changes its mind and grants to African workers the right to collective bargaining which they are seeking?
- My company does not believe in having Black and White workers in different unions" But the fact of the matter is that law has forced them into different unions And as the clothing industry has shown, it is quite possible for management, on the one hand and separate Black and White unions on the other to devise a satisfactory *modus operandi*
- "We will recognise Black unions when the government does" This amounts to little more than avoiding the issue

The issue, quite simply, is this a relatively small but growing number of African workers are demanding trade union rights No amount of persuasion is going to convince them that they should be satisfied with the works and liaison committee system when White, Coloured, and Asian workers have trade union rights This is seen as racially discriminatory which of course it is

Businessmen are crying out for a lead from government on the whole question of Black unrest So far government seems incapable of a constructive response. But that is no excuse for industry to remain paralysed By taking the bull by the horns and recognising Black unions it could itself give a lead to government. And also do SA an inestimable service.

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C.T. 16/9/76

Work as usual as unrest dies down

Staff Reporter

WORK WENT ON as usual and apart from a few isolated incidents unrest died down in the Southern and Western Cape yesterday, but employers in many Boland towns fear a stay-away by Coloured workers today. A fire severely damaged a dress shop in Main Road, Somerset West, in the early hours of yesterday morning. Police suspect arson

Police confirmed that 11 people were arrested in Somerset West's Coloured township after disturbances on Tuesday night.

All classes at the Esselen Park High School, Worcester, had been suspended until "further notice" to prevent pupils gathering in the grounds, the headmaster said yesterday.

He confirmed that several pupils were injured when birdshot was fired at a group in the grounds on Monday.

The Southern Cape teachers' training college in Oudtshoorn has been officially closed until next term, and classes at the Morester High School suspended indefinitely.

Motorists searched

The Riot Squad continued to patrol Paarl's Huguenot Township yesterday, but no incidents were reported. Residents reported that many walls had been painted with slogans calling for a stay-away today and tomorrow.

Motorists to Paarl reported that they were stopped and searched at roadblocks manned by police on Tuesday night.

Municipal spokesmen and factory and chainstore managers in towns scattered all over the Boland said all their Coloured workers had attended work yesterday, but most feared a work stoppage today.

Sapa reports from Johannesburg that according to the Deputy Commissioner of Police in charge of riot control, Major-General D J Kriel, African and Coloured townships throughout the country were "reasonably quiet" yesterday morning.

Stone throwing

Sporadic stone-throwing incidents and isolated arson had been reported from the Boland and Cape Peninsula, General Kriel said.

There had been stone throwing at Worcester, Woodstock, Bonteheuwel, Wynberg and Athlone, and stone-throwing incidents occurred on the road between Bloubergstrand and Melkbosstrand.

Thousands of Blacks from Soweto stayed away from work again yesterday, but their numbers were fewer than on Tuesday or Monday.

General Kriel said that work attendance among Soweto residents yesterday was about 50 percent.

Two killed

Two people had been killed in Soweto on Tuesday night in unrest-related incidents. General Kriel said police had fired shots and had killed one of a group of 40 or 50 Africans who attacked a group of policemen at a bus stop near Baragwanath Hospital.

The Africans had been intimidating Soweto residents who were returning home from work.

There had been "a lot" of stone-throwing and intimidation in Soweto on Tuesday night, he said.

Police stoned

Trouble erupted at Tokoza Township outside Albertor yesterday where hundreds of school children left their class rooms and marched through the streets.

A crowd of pupils of th Moroka High School con fronted police in Thaba Nch

yesterday afternoon. The pupils pelted the police with stones and defied their orders to disperse.

In Durban, the Director of Bantu Education yesterday morning ordered Ohlange High School to close on the recommendation of the principal.

More than 280 boys from the school were arrested in KwaMashu for questioning.

Pupils of Swelihle Secondary School in Umlazi Township outside Durban who stoned a police car this week yesterday boycotted classes and some of them marched to Menzi High School to persuade other pupils to join them in a demonstration. Police dispersed them later.

150 000 face docked pay

Up to 50 pc stay away

C.T. 16/9/76.

(15.

Your newspaper

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Munnik: No riot death lists from hospitals, page 3.

No reports of intimidation

BRIGADIER THEO BISSCHOFF Divisional Commissioner of Police for the Western Cape, said last night that police received no reports of intimidation of Blacks returning from work or of damage to the property of those who ignored yesterday's stay-away.

Staff Reporters

DAY ONE of the big stay-away in the Cape yesterday left about 150 000 workers facing reduced weekly pay packets tomorrow, but concerned commerce and industry remained relatively unscathed as the "no work — no pay" policy hardened.

Hardest hit by the large-scale absenteeism were distributive industries and offices reliant on clerical staff. White Cape Town people suffered few disruptions to their normal routine.

The chairman of the Parow Industrial Association, Mr R Kaplan, said counts from factories in his sample indicated attendance of about 45 to 50 percent. The figures varied tremendously from factory to factory.

The deputy director of the Cape Chamber of Industries, Mr J F Roos, was reluctant to place a specific absenteeism rate but agreed that 50 percent sounded "about right" for industry.

The president of the Cape Town Chamber of Commerce, Mr S Reilly, believed commerce had been less affected, with an absentee figure of about 30 percent.

Basic grievances

Industry heads were anxious to point out that the stay-away was not a protest directed at industry.

The director of the Cape Employers' Association, Mr F Lighton, said employers were not unsympathetic to the basic grievances of workers. An employer consensus on the current unrest was being prepared and this would be forwarded to the authorities. Mr Roos of the CCI confirmed that the chamber had also been preparing submissions on behalf of industry over an extended period.

Also agreeing with the 50 percent stay-away figure was the assistant secretary-general of the Clothing Workers' Union in the Western Cape, Mr C Petersen, who said no incidents of disruption had been reported from factory floors.

Notable rejection of the "strike" call came from African contract workers who comprise about 15 percent of the workforce in the Cape. The Chief Bantu Affairs Commissioner in Cape Town, Mr A Maclachlan, said the contract workers were less likely to give in to intimidation and most of them had gone to work.

The managing director of a major construction firm, Mr G Knudsen, reported a better turnout of Africans on the job than Coloureds. Workers kept trickling in all day. No sites had been shut down but an effort would be made to make up lost time.

C.T. 16/9/76

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Closed for day

Some smaller and less flexible building firms had to close down for the day when not enough men arrived to make up a team, according to a spokesman for the Master Builders' Association

Supermarket staff sagged by an average of 30 percent, said a director of one big chain Delivery of supplies was the major problem, particularly with regard to perishables.

The Deputy Town Clerk of Cape Town, Mr Stan Evans, reported that absenteeism rates for Black workers of the City Council varied from nil in many areas to 60 percent at a few depots No services had been disrupted.

He said the general impression at a meeting of heads of department yesterday was that absenteeism depended largely on where people lived and where they were stationed.

Mr Evans said essential services such as garbage collection and the functioning of the power stations were running normally

Other essential services such as transport, hospitals, ambulance and fire brigade kept to a normal schedule yesterday

Trains and buses ran on schedule, though fewer passengers were carried

Police backed up their promise to protect workers from intimidation and could be seen at many bus and railway sta-

Continued on page 2

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Stay-away

From page 1

tions Patrol vans drove through all the townships throughout the day

The Director of Hospitals, Dr R L M Kotze, told the Cape Times that there were "no problems" connected with Coloured staff at provincial hospitals and that all medical services were running normally

Mr Neil Hurford, City Tramways liaison officer, said that "some slight change" in the routing of buses had occurred in Coloured areas to enable workers to concentrate at more secure central points For security reasons he would not give figures for the number of staff available but said that transport services were being maintained "as normally as possible under the circumstances"

The Railways experienced an estimated seven percent stay-away of Coloured labour, according to the Acting System Manager, Western Cape, Mr Peter de Bruyn This had little effect on work schedules and services were maintained according to timetable, he said

Railways work at the docks was affected more by absenteeism among stevedoring staff, Mr De Bruyn added

Mr T Perry, city fire chief, said that absenteeism was confined to "a few cleaners and labourers" and that fire services were being maintained without difficulty

Ambulance services remained at full strength.

Isolated cases of workers being dismissed for not showing up at work were reported yesterday, but most employers said they would regard the matter as unwarranted failure to work and simply dock pay

In a random survey of shops, hotels, garages and small commercial businesses, the large majority of employers were sympathetic to the dilemma facing workers

Although most said they were going to deduct pay from workers who stayed away, only a few employers said they were considering dismissing the workers

Dairies and bakeries were hard-hit by the stay-away Many customers—such as cafes and restaurants—had to fetch bread and milk from factories and depots

Staff stay-away at shops, garages, hotels and small commercial businesses varied from 10 to 60 percent Service stations and hotels seemed the hardest hit Hotels reported absenteeism rates of up to 70 percent Many garage managers had to operate petrol pumps because of the stay-away Two garages reported 100 percent absenteeism

The Post Office — one of the largest employers of Blacks in the Peninsula — reported only marginal absenteeism Mr G de Kock, regional director of the Post Office in the Western Cape, said postal services were running smoothly and only "occasional absentees" had been reported to him

But telegrams and letters were not delivered in some Coloured areas considered dangerous to postmen, a spokesman said

Our Paarl correspondent says that with few exceptions there was almost a 100 percent attendance at Paarl factories yesterday

Schools closed

Many Coloured schools in the Peninsula were closed yesterday and the few pupils and teachers who did attend were sent home early in the morning

Attendance at African secondary schools in the Peninsula was still "very, very poor", Mr M J Mitchell of the Department of Bantu Education, said

Officially, all Coloured schools were open yesterday but as pupils and staff had indicated earlier this week, many were not prepared to risk reprisals by coming to school.

Mr W Theron, Director of Education for Coloured Affairs, said that schools would remain officially open today and tomorrow and he expected pupils and staff to come to school

He said, however, if pupils and teachers were in real danger, then his first concern must be to protect them

Cancelled

A concert, a ballet performance and a club meeting have been cancelled because of the continued unrest in the Peninsula

The concert, organized by the Nine Club, was to have been held in the Cathedral Hall, Queen Victoria Street, tomorrow night

Tomorrow night's performance of "Sylvia" at the Little Theatre, has been cancelled because of the stay-away of Coloured workers People who have already bought tickets can exchange them at the booking office in Long Street

A spokeswoman for the Botanical Society of South Africa said yesterday that the annual meeting of the society scheduled for 8 15pm in Newlands today, has been cancelled

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City strike worse

From page 1 17/9/86

turer reported that bonuses would be paid to staff who had come to work.

Workers at the clothing plants were sent home early when not enough arrived to keep production lines going

The director of the Cape Employers' Association, Mr F Lighton, noted that employers would have records of which staff came to their jobs, but it was appreciated in industry that some workers had genuine reasons for wishing to register a political protest.

Many industries would find ways to operate with fewer employees if the stay-away were repeated.

On the political front, the deputy leader of the Labour Party, Mr David Curry, told the Cape Times yesterday that the "strike" in the Cape had come as no surprise.

He believed it was remarkable that Coloured and Black workers were responding to the call to refuse to work even though they did not know where the call was coming from.

This illustrated the political shrewdness of the Coloured community, the leaders of which now had to act anonymously

Mr Curry said in a statement: "The present Government has removed from our people democratic means of protest and true participation in the Government of our country at all levels.

"The uselessness of Government institutions like the CRC and other statutory bodies stands publicly exposed, as the people could not solve their problems through them

"Our social structure is breaking down and our people are responding to more and more calls to protest for their rights. White South Africa is losing control of the situation. The challenge is made to the Government to remedy the situation at all levels so that our people can clearly see that we are moving towards a real climate of change."

The Minister of Labour, Mr S P Botha, was not available for comment yesterday

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Higher absentee rate reported

17/9/86

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Staff Reporters

SEVERAL CONCERNS reported a higher staff stay-away rate yesterday, bakeries being among the companies hardest-hit Large bakeries were using a skeleton staff — including their typists and telephonists — to produce bread.

At three large bakeries in the Peninsula, worker absenteeism rates were between 90 and 95 percent. Many bakeries were not making deliveries to customers, except to a few large supermarkets

Dairies reported that more workers were present yesterday than on Wednesday and deliveries to homes and shops were "virtually normal".

Hotels, shops, garages and restaurants reported an increase in the number of workers who stayed away yesterday but most said they were functioning "reasonably well" on skeleton staffs

The absentee rate at smaller commercial businesses contacted yesterday in a random survey in and around the Peninsula averaged 50 percent.

100 pc stay-away

However there were a number of hotels, restaurants and garages which reported a 100 percent stay-away yesterday by Coloured and African employees compared to a 50 percent rate on Wednesday

Absenteeism rates for Black workers of the Cape Town City Council yesterday were "much the same as on Wednesday" and no essential services had been disrupted, Mr H Heugh, the Town Clerk, said yesterday afternoon

Although Coloured and African high schools were officially open yesterday, at most schools the few teachers and pupils who did attend, were sent home early for the second day in succession

Bus services to eight Black areas in the Peninsula were disrupted yesterday.

A helicopter circling above Eastern Boulevard caused a flood of telephone inquiries to the Cape Times

The callers thought it was being used to keep a watch for gathering mobs in Cape Town and Woodstock — but a Cape Times check proved that this was not the case

The helicopter was being demonstrated to delegates to the Institute of Traffic Officers of Southern Africa conference.

Production lines stop as City strike worsens

By GORDON KLING

PRODUCTION LINES in the Cape's biggest industry, clothing, came to a standstill yesterday as the stay-away worsened amid signs of hardening employer attitudes, and the possibility of permanent staff reductions arose for the first time.

Absenteeism in industry was about 70 percent according to the Parow Industrial Association and the official estimate for commerce was 40 percent

Both figures showed a considerable rise on the previous day.

Commerce and industry expected a return to work today.

The president of the Cape Town Chamber of Commerce, Mr S Reilly, said there had been no major disruptions in business, but signs of a hardening in employer attitudes were apparent because of the evident lack of intimidation as a motive for the stay-away.

The managing director of the largest construction firm in the Cape, Mr G Knudsen, could give no specific absenteeism rate in an interview yesterday, but fewer men had reported for work than on the previous day.

Construction

Major construction sites in central Cape Town showed virtually no signs of activity

Mr Knudsen said that if a pattern of work stoppages was to develop similar to that overseas, the industry would have to consider employing fewer people.

The deputy director of the Cape Chamber of Industries, Mr J F Roos, believed there was no reason to expect a continuation of the stay-away in the future.

Employment would be endangered by a prolonged stoppage, if only because of the current adverse economic circumstances

Industry heads said it would not be possible to estimate production losses for several days Employees would be hit by smaller pay packets from today.

One big clothing manufac-

Continued on page 2

(152) 333/5.1

17/9/76 CT

Boland liquor drought

Staff Reporter

LIQUOR outlets in at least 10 Boland towns were closed yesterday as the current Black worker stay-away spread and unrest threatened to flare again

Robertson's chief magistrate invoked Section 58 of the Liquor Act to close all liquor outlets — White and Black — in the town for seven days, from yesterday to September 23 Section 58 empowers magistrates to close liquor outlets in times of riot and tumult

Liquor outlets in at least nine other Boland towns were voluntarily closed after meetings between representatives of the Hotel, Bottlestore and Restaurant Association, magistrates, and police in Worcester

Towns affected are Swellendam, Worcester, Montagu, Wolseley, Tulbagh, Ceres, Bonnievale, De Doorns and Kuils River

Varying percentages of African and Coloured workers were reported to have stayed away from work in towns in the South Western Cape, but according to municipal spokesmen essential services were not affected

Worst hit was the Strand, where bread deliveries stopped completely and residents reported that there was no bread available in the town yesterday

Some areas of Somerset West experienced a bread shortage, but factory and chainstore managers said absenteeism varied from 50 percent to nil

A Somerset West municipal spokesman said all municipal employees had come to work He confirmed that a number of petrol bombs were thrown at housing offices in Macassar Coloured township, early yesterday, but said the disturbances were "minor"

All shops and businesses in Paarl's Coloured township, Huguenot, were closed all day yesterday, a hotelier said

At least half the workers of many Paarl firms stayed away, and shopkeepers said the town was "very quiet"

In Wellington, residents have started patrolling the streets at night Fairly large numbers of workers stayed at home and all shops in Black areas were shut

Sapa reports that in Worcester stay-away workers varied in numbers from nil to 100 percent Employers said those who stayed away would not be paid

In George, a municipal spokesman said most companies and the municipality were fully staffed

Between nil and 50 percent of Stellenbosch's workers stayed at home, and all businesses in the township areas of Cloetesville and Ida's Valley closed

No hospital stay-away

Staff Reporter

17/9/86

ATTENDANCE of Black staff at provincial hospitals in the Western Cape yesterday and on Wednesday — the two days of striking by African and Coloured workers — was completely normal, the MEC for Hospital Services, Mr P J Loubser, announced yesterday

In a statement Mr Loubser said there were cases where staff reported late for duty at certain hospitals due to reduced public transport facilities in certain areas and because some staff members had to leave their homes later

"I would like to express my appreciation to all non-White hospital staff members that they, in spite of threats and personal inconvenience, remained so faithfully at their posts"

This showed a deep sense of duty and the acceptance of the primary purpose of hospitals — to provide an essential service to the community

Mr Loubser expressed the "sincere thanks" of the Provincial Hospitals Department to the police for providing protection both to and from work for a number of Black staff members of provincial hospitals

Workers return through the mess

THOUSANDS of Coloured workers returned to their jobs and shops reopened in the Peninsula's townships yesterday while clearing up operations began after last night's rioting in Athlone, Manenberg, Kewtown and other areas

The remains of burnt tyres and other inflammables littered several streets in Athlone and Manenberg. Almost the entire length of Manenberg Avenue was strewn with the blackened shells of mattresses, car seats and boxes

Shop windows had been shattered in the Manenberg shopping centre and stocks looted Roads were covered with glass fragments and large rocks. In Kewtown — scene of some of the worst clashes on Thursday night — drain covers had been pulled up to block streets

Police once again kept a watch on bus stops and railway stations in the townships but no incidents of intimidation were reported

In Klipfontein Road, Athlone — where hostilities broke out on Thursday afternoon — there appeared to be little damage to buildings

Some shop windows had been smashed by stones but most of the violence appeared to have been directed against cars. There was a brief flurry in Athlone again yesterday morning when a small crowd reportedly stopped a truck, looted it and tried to set it alight. They were dispersed by police

A storeroom near the Three Arts complex in Plumstead was badly damaged by fire at about 2 30am yesterday and equipment was destroyed in the Joseph Stone Auditorium, Athlone — home of the famous Eoan Group — just after midnight. Arson is suspected in both cases

See page 2

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Dismissal for some workers

IT WAS "shake hands and back to work as usual" in the Cape yesterday, but some workers faced brickbats or bouquets following the big stay-away.

Many employers believed workers had succeeded in registering their protests at the expense of two day's pay

"You have to respect those who protested at some sacrifice to themselves," was the reaction of the director of the Cape Employers Association, Mr F Lighton

The Chief Director of Bantu Affairs in the Cape, Mr A Maclachlan, said, however, that workers who had failed to report for duty on Thursday and Friday had been suspended He did not say how many employees were affected by the decision.

The department employs more than 1 000 people

Dismissals were also reported in the building industry But at least one firm paid cash bonuses to staff who ignored the stay-away call and others offered gifts

A director of a major clothing manufacturer said losses would be substantial

Buses and trains ran normally again yesterday and all roads in the Western Cape were open to traffic

For a short period buses did not run into Kew Town but there were no incidents

Several shopkeepers in Coloured areas said no fresh produce — including bread and milk — had been delivered yesterday although large dairies and bakeries reported that their services were "virtually back to normal"

One shopkeeper said that although the situation seemed quieter yesterday morning, delivery men had told him that they were scared of being stoned or having their trucks looted

Attendance at Coloured schools in the Peninsula was "better" yesterday than on Wednesday and Thursday but few schools held classes and most pupils went home early

Several schools, unofficially closed for the two days, said most teachers were at school but attendance by pupils was "still extremely poor"

Mr J C Dreyer, Deputy Director of Education for Coloured Affairs, said he expected normal classes to resume on Monday

At African secondary and primary schools, attendance was "very poor" yesterday, Mr M J Mitchell, circuit inspector for the Department of Bantu Education, said No classes were held

● The Rev Abel Hendricks, president of the Methodist Church of South Africa, said yesterday that businesses which punished workers who stayed away from work this week, by withholding wages, might be working against their own long-term interests

Mr Hendricks cut short an overseas visit to return to South Africa this week because of the unrest after being asked to do so by members of the Methodist Church

He left the country in August to attend the World Methodist Conference in Dublin, and went from there to a conference in New Zealand

In a statement yesterday, Mr Hendricks warned employers that there was enough suffering in the townships already without adding starvation

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CT-22/9/76

Fewer workers stay away

JOHANNESBURG — The work stay-away intended for several areas of the East Rand this week had largely broken down by yesterday, according to firms in Isando and other Reef areas

On Monday a number of firms in the Isando area reported low or medium attendances but by yesterday these firms said most or all their workers were back

Soweto school attendances are still very low, according to several schools polled — Sapa

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Placard demo by workers

ARGUS 23/9/76

The Argus Correspondent

JOHANNESBURG. — Workers arriving at the Armour Plate Safety Glass factory in New Era, Springs, today were met by about 40 men and women displaying placards asking them not to go to work.

The demonstrators said they were former workers who had been dismissed two weeks ago after staging a legal stay-away.

The workers' committee objected to the dismissal of three men after the management introduced a four-day week to assure that nobody need be retrenched.

The actual stay-away took place on September 6 and all but about 20 of the 150 workers were discharged.

(i) 61
(2) ~~12~~
~~(3) 152~~

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27 factory demos held

DD 24/9/76

SPRINGS — A total of 27 placard-bearing demonstrators at a factory here who urged workers not to go to work were arrested yesterday.

About 100 men picketed outside Armour Plate Safety Glass after having been fired two weeks ago for staging an illegal strike.

They had gone on strike after the management introduced a four-day week and dismissed three workers. The Workers' committee tried to get the men reinstated and gave the management and the Department of Labour 30 days notice of their intention to strike.

Brig J Wiese of the East Rand police headquarters said last night the 27 men were detained for questioning. — DDC.

(1) 61
(2) 193
(3) 152

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pp 24/9/76

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ARMOURPLATE STRIKE
Still unresolved

F.M. 24/9/76

Are they on strike? Or in retirement?

The repercussions of the Armourplate dispute (*FM* Sept 10) are still being felt. While the company's works committee says the men are on strike, management claims they have resigned

Meanwhile, the *FM* understands that Security Police have intervened in the strike Despite its legality, they have been calling Armourplate strikers in for interrogation in groups. It is not yet certain whether any police action will flow from the interrogations.

Spokesmen for the unregistered Glass and Allied Workers' Union — which Armourplate's works committee called in as mediator — tell the *FM* that management has asked "all former employees who resigned on September 6" (the inception of the strike) to collect their pay. Three men did so and were then asked whether they wished to sign application forms to re-join the company. All refused.

The union says few strikers have signed on again and Armourplate has, unsuccessfully, tried to persuade key employees to return. The workers say they have not resigned, had they done so they would have received leave pay

Workers at the Pilkington Glass plant (Armourplate is a member of the Pilkington Group) have been approached to fill in at Armourplate and have refused

The union says it has received a mandate from its members to approach management, and that both it and the works committee have done so. Management has not replied and the men will not go back to work until negotiations take place Workers at the Pilkington plant —

F.M. 24/9/76

Breakspear . . . there is nobody to negotiate with

as well as other Black unions in the area — are collecting money and food for the strikers.

Armourplate MD John Breakspear confirms that Armourplate regards the men as having resigned All are welcome to reapply and their applications will be "sympathetically considered"

The factory is open, Breakspear says, and employees are "doing jobs they didn't do previously". The company is recruiting new labour, and some of the workers have returned to their jobs; 35 Africans are now at work

Only some of the strikers will be taken on again. "As a result of the recession in the motor component industry, we are not able to re-employ the 205 workers we had previously," he says. It is not possible to estimate at this stage how many men will be taken on again and Armourplate will not negotiate with the works committee.

"As all the ex-employees have resigned we don't have a works committee at this stage There is nobody to negotiate with.

"We are not trying to be vicious. I cannot, however, avoid the impression that this was instigated from outside Relations with the works committee have been good and we have had no complaints about conditions here before the strike," he adds.

Department of Labour officials, who originally took the line that the men had been dismissed, have now told workers that they "deserted". However the final decision will have to come from the Secretary of Labour.

F.M. 24/9/76

LABOUR DISPUTE

Troublesome boys?

Another dispute between African workers and management is brewing in the Transvaal. As at Armourplate, it hinges around the issue of retrenchments

On September 13, six men were laid off at the Elandsfontein yard of Malcolm Pipe Scaffolding, a subsidiary of LTA The men tell the *FM* they were originally told they were being dismissed because no work was available Later they say they were told by paymaster Percy Basson that they were being fired because of their involvement with the firm's works committee. Basson denies he said this.

The firm has until recently used the liaison committee system, but workers recently demanded a works committee because they believed the former to be ineffective The retrenched men, all of whom have worked for the firm for seven or more years, say they were active in petitioning management to change to a works committee, which was done

The men also allege that, after their dismissal, new workers were transferred from the firm's Pretoria plant to replace them Workers at the yard say they saw the men arrive Their fellow workers called for a strike on the issue but were persuaded to allow the new works committee to negotiate with management instead

MD Malcolm Pipe denies the men's allegations "There is no question of victimisation," he says, "and we have no objection to negotiating with the works committee The men were laid off because of the recession in the building industry Our turnover has dropped by 25% and even some Whites have been retrenched. If things continue we will all have to take a salary cut"

The first workers to be retrenched were "lazy and unenthusiastic", he says They are all men over 50, and have not been replaced

Pipe states further that, as far as the works committee is concerned, the men had decided they wanted one man to represent them instead of the five on the liaison committee "This man, the works committee chairman, has now been appointed"

However, he says, the committee has not submitted a constitution and is therefore not formally constituted

Pipe has not heard of the Building and Allied Workers Union — the unregistered African union in the industry. "We have, however, seen people collecting money from our boys. We have discussed this with the Labour Department, who have told us to find out more and then report to them for further action These boys may well be troublemakers"

Union organiser Frank Mohlala tells the *FM* that 95% of workers at the firm are members of the Union and that shop stewards have indeed been collecting union dues from members

F.M. 24/9/76

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Worker walk-out at King factory

KING WILLIAM'S TOWN — The mills division of the Good Hope Textile at Zwelitsha near here came to a standstill yesterday, when the entire black labour force was sent home. 28/9/76 DD

There has been a wage dispute since last week at the factory which employs 4 000 blacks — DDC.

Textile strike snowballs

29/9/76 DD.

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KING WILLIAM'S TOWN — The wage strike at Good Hope Textiles at Zwelitsha near here snowballed yesterday Workers in all departments decided not to work until their demands are met.

Several meetings between the management, liaison committee and strikers' representatives could not resolve the matter and the daffers — who spearheaded wage demands — were joined by workers in other departments

The daffers, whose work demands fast hands and nimble fingers, are in the 18-22 age group.

The management held a meeting with the liaison committee early yesterday

Members of the committee approached the strikers, but were not given a hearing The strikers sent their own six-man delegation to negotiate with the management

Meanwhile, the strikers holding placards outside the factory, prevented all afternoon-shift workers from reporting for duty.

They cheered wildly as other employees left the factory

After 5 pm, the six-man delegation appeared — after more than two hours of negotiation — to report on their meeting.

A suggestion by the management that daffers should report to work this morning for another round of talks, was rejected summarily

The daffers said they would still send their delegation to carry on talks with the management. The strike, they said, would not be called off until their demands were met.

The average weekly wage for daffers is R12 They are demanding a R17 increase.

Police were on standby, but there were no incidents. — DDR.

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Strikers dispersed 1/10/76

KING WILLIAM'S TOWN. — Police used teargas yesterday to disperse a crowd outside the main entrance to the Black township of Zwelitsha near here. C.T

The crowd comprised mainly Good Hope Textile workers involved a wage strike.

Despite appeals, the strikers refused to go back to work yesterday saying they would not return until their salary demands were met.

At 9 am police ordered the strikers to move away from the factory and followed them for some distance.

At the main entrance into Zwelitsha, the strikers were joined by passers-by and when the crowd grew bigger, police used teargas to disperse it, according to reports.

As people ran, police gave chase and six youths were bundled into a van.

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Teargas used on strikers

1/10/76
DD

KING WILLIAM'S TOWN — Police beat a youth with batons and used teargas on a crowd outside the main entrance to Zwelitsha yesterday.

The crowd was mainly Good Hope Textile workers who are involved in a wage strike.

Despite appeals by the management and the factory's liaison committee, the strikers refused to go back to work yesterday morning, saying they would not return until their salary demands are met.

The strikers gathered near the factory yesterday morning and were addressed by some members of the management and the liaison committee. Black policemen also tried to persuade the strikers to return to work.

The strikers, however, insisted they would only report for duty when their demands are met. A few workers acceded to management pleas and entered the factory.

At 9 am police ordered the strikers to move away from the factory and police followed them for some distance.

At the main entrance into Zwelitsha, the strikers were joined by passers-by and when the crowd grew bigger, police used teargas to disperse them.

As people ran, police gave chase and six youths were bundled into a van, including a crying boy who told me he was 14 years old. Another youth was quickly cornered and beaten with batons although he protested that he did not even work at the factory.

Only a few workers reported for the afternoon shift yesterday. The rest of the strikers — more than 3 000 — watched from a distance.

Police declined to confirm any arrests yesterday.

Meanwhile, the factory's spinning section is at a standstill. — DDR.

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Strike ends

DD 2/10/76

KING WILLIAM'S TOWN — All was quiet at the Good Hope Textile factory at Zwelitsha near here yesterday after yesterday's incidents in which police were forced to use teargas to disperse a crowd of striking workers.

About 90 per cent of the 4 000-strong staff were at work yesterday morning while the police kept a close watch on the premises and surrounding areas.

According to the managing director of the factory, Mr V. Cunningham, no wage concessions had been made as a result of the strike.

He denied that more than 3 000 workers had taken part in the strike on Thursday. He estimated the number of people dispersed by the police as 150, of whom 30 had been outsiders.

Mr Cunningham said he believed there was more than dissatisfaction over wages behind the strike and the sector which had genuine grievances, was small.

He said only 12 of the black labour force had resigned yesterday.

The factory employs 323 whites. — SAPA-DDR.

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ARMOURPLATE STRIKE

No chink yet FM 8/10/76

The deadlock at Pilkington's Armourplate Safety Glass factory in Springs is now in its sixth week The workers, who still regard themselves as Armourplate employees, are still on strike Management, who claim they have resigned, still refuse to negotiate with their spokesmen

Recently, 27 strikers were each fined R50 or 75 days after being convicted of breaching the Riotous Assemblies Act by picketing near the factory. Their union, the unregistered Glass and Allied Workers' Union, raised the money to pay the fines. Earlier, groups of strikers were interrogated by the security police

The works committee then applied to the chief magistrate in Springs for permission to hold a seven-man picket outside the factory on Monday to "draw public and company attention to the need to negotiate" Permission was refused.

The *FM* understands that two Coloured workers were flown to the Armourplate factory from Port Elizabeth to train new workers taken on since the strike. They were unaware that the strike had taken place and were apparently indignant when they discovered this. They were due to return to Port Elizabeth as the *FM* went to press

The strike, which is the first legal strike by Black workers under the procedures prescribed in the Bantu Labour Relations Regulation Act, arose out of a dispute about dismissals which the workers claim were a violation of the spirit of an agreement that the factory should go on to a four-day week in order to avoid retrenchments.

The workers have twice attempted to meet management to negotiate a settlement On September 13, Ephraim Mabena, chairman of the works committee, wrote to management that he believed "that the company has not given me or my committee a fair opportunity to negotiate a settlement of the dispute

"It is now and has always been the intention of the workers to remain employed at the factory I and my committee are still available and keen to negotiate a settlement at any time and place convenient to you "

The letter was handed in to a security man at the factory gates, who took it in to management. But the company refused to accept it. It was therefore posted. So far there has been no response Nor has a message, delivered to Armourplate chairman John Breakspear on the same day, elicited a reply.

Quite what Armourplate hopes to achieve by maintaining so intransigent a stance is not clear. *FM* enquiries at Armourplate failed to get any response. Breakspear is overseas, and his office says that management at the factory is handling the strike Factory management, however, said that only Breakspear could speak to the press about the strike Last week union secretary Jacob Nthebe again wrote to Breakspear stating the union's willingness to assist in negotiating a speedy return to work

Nthebe also said in his letter that "correctly or incorrectly the workers have the impression that someone in the company has been requesting the action by the police If this is true, we ask you to see that it does not occur again," as it harms worker-management relations. No reply has been received to this letter either

Meanwhile, workers at Pilkington Glass in Springs (also a member of the British Pilkington group), have been collecting money to provide relief for their fellow-workers. Members of other unregistered African unions on the East Rand have also been making donations.

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Albany strike call

DD 18/10/76

GRAHAMSTOWN — Pamphlets calling on workers in Grahamstown to strike and threatening them with violence if they refused, were widely distributed among 40 000 blacks in the township here at the weekend.

Priests in the locations were sent pamphlets calling on them to urge their congregations to stay away from work. The priests were also threatened with violence if they did not comply with the instructions on the pamphlets.

At Rhodes University, the largest single employer of blacks in Grahamstown, students have been warned that they may have to help in the residence kitchens if the 600 strong labour force stays away.

Police would not comment beyond saying they knew about the pamphlets and were on the alert.

All was quiet at the weekend at the Lawson Secondary School in Fort Beaufort — scene of unrest of Friday — but an arson attempt was reported at the Healdtown High School — DDC

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Workers ignore boycott appeal

1/11/76

STAR

A bus driver was attacked and seriously injured in the only violent incident reported in Soweto today as the township's much-publicised work boycott for this week failed to materialise.

Most Witwatersrand firms contacted reported "almost normal" attendance figures and only the Johannesburg Transport Department said attendance was low.

"We had 40 percent of our staff present on time but most of the absentees arrived late," said a spokesman.

DRIVER HURT

A number of Blacks attacked a Putco bus in Meadowlands and seriously injured the driver, who was taken to the Baragwanath Hospital, Major-General D Kriel, head of the riot control police, said in Pretoria.

The attackers smashed the windscreen and assaulted the driver. One man was arrested.

Pamphlets were distributed in the township last week calling for a five-day stay-away which was due to begin today.

In Alexandra Township last nigh the Black occupants of a car forced a Putco bus off the road and tried to drag the driver out of the bus. Police arrived on the scene and arrested two men.

Later a number of Black mine workers stopped

To Page 3, Col 5

Warnings put into pay packets

A "get-tough" notice warning workers they could be replaced by other job seekers if they stayed home today went into the pay envelopes of thousands of Black workers last week.

The notice drafted in English and two African languages, was included in an anti-strike package sent to members of the Transvaal Chamber of Industries, along with a covering letter to employers containing "guidance on how to approach their work force."

LETTER

The covering letter, signed by the Chamber president, noted that employers had been sympathetic towards striking Black workers, but that management attitudes had hardened.

"Their feelings today can safely be stated as being "no work, no pay."

The letter recommended that employers "turn their attention to labour-saving devices to lessen their dependence on their labour force."

REPLACING

It also suggested employers consider the possibility of dismissing striking workers and replacing them with other work seekers "who are now freely available."

Urging communication between management and Black workers, the letter suggested an employer tell a worker that "in the present economic climate, he would be well advised to do his utmost to retain his job.

81/ 3:33/

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Strike call fails in the Cape

STAR 1/11/76

Own Correspondent

CAPE TOWN — In spite of a strike call in the African townships, workers carrying sticks and kerries streamed into Cape Town industrial areas this morning

A spokesman for the city tramways company said there had been no fall-off in the demand for transport from the Peninsula's African townships today and, in some places, the demand was higher than had been normal for a Monday

A spokesman for a large construction company said he had been aware of the strike pamphlets distributed in the townships last week, but staff turnout had been normal for a Monday.

Reports of normal staff turnout were also received from a large dairy, the city council and the Bantu Affairs Administration Board

Throughout last week pamphlets calling for a five-day strike starting today have been circulating in Guguletu and to a lesser extent, in the other African townships

The pamphlets claimed that the strike would be in support of the detained and dead in the recent unrest

However, early today it appeared that most workers were ignoring the call and many left for work carrying sticks and kerries for protection against intimidators.

A police spokesman said there were no signs of intimidation this morning

The Aluinkrans African school on the farm of Mr Carel Bakkes near Alexandria in the Eastern Cape was destroyed by fire during the weekend, reports Sapa

Five shots were fired from a nearby hill at police who came to investigate the fire but nobody was hit and the person or persons responsible for the shooting escaped

Mr Marius Muller, whose home is a few hundred metres from the schoolroom, was the first person to notice the fire. He called Mr Bakkes and the police

The fire spread from the schoolroom to the adjoining home of the teacher. Mr Bakkes and Mr Muller managed, however, to remove all the teacher's possessions from the home before it, too, was burned

333

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Cape Times 7/11/76

Leaflets urge a week's strike

Staff Reporter

PAMPHLETS urging a week-long general strike beginning today were being distributed in Cape Town's Black townships at the weekend.

This was confirmed yesterday by Colonel A P van Zyl, chief of the Cape Town Riot Squad.

"Strike pamphlets have been in circulation, but we understand that the strike has been postponed to a later date, according to one of the pamphlets. The whole campaign appears to be very disorganized," he said.

Colonel Van Zyl appealed to people not to pay any attention to these pamphlets or to other strike rumours.

"As in the past, the police are constantly requesting the public not to take rumours seriously," he said.

He said that townships had been very quiet yesterday and there had been no unrest.

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stay at home in "mourning" for Blacks buried and wounded in clashes

Workers ignore 'boycott' appeal

STAR 1/11/76

From Page 1

motorists near Dunottar on the Reef and threatened them with sticks

Police with dogs arrived and arrested six men No one was hurt in the incident and one vehicle was slightly damaged.

Many firms belonging to the Transvaal Chamber of Industries are believed to have put antistrike pamphlets in workers' pay-packets last Friday.

A Railways spokesman said trains carried normal complements of passengers and a Putco spokesman said there was a "very slight drop in the passenger load"

A major metal industry reported a "good" turnout and a tobacco company spokesman said there was a five percent absenteeism rate.

A Johannesburg furniture manufacturer said 60 percent of his staff arrived on time. The others were arriving late.

The pamphlets distributed last week said only doctors and nurses should be allowed to go about their work unmolested. The pamphlets were issued by the Soweto Students' Representative Council

"EXAMPLE"

Former West German Chancellor Mr Willy Brandt yesterday said many Germans had expressed solidarity with Soweto's Blacks and supported strike moves.

He asked in a letter to Bishop Manas Buthelezi how his country's ruling social Democrats could help to set a "concrete example"

332/152

Why blacks defied call to strike

4/11/76

STAR

BACKGROUND TO THE NEWS

Staff Reporter

Johannesburg's 520 638 strong black work force, which was urged to stay away from work for five days this week, defied the call

They did this fully aware of the risks involved in defying the call by the students, whose apparent aim is to disrupt the country's economy

The students also want the workers to stay away from work as a sign of mourning for the hundreds of schoolchildren and adults killed since the disturbances broke out

During the past weekend, workers had an agonising decision to make — to go to work or not Many decided to go

Staying at home would probably result in wages being docked or in being fired. Even more distressing was the possibility of finding one's home razed on returning from work.

There was also the stark possibility of being assaulted or having one's car smashed or burnt when coming home from work

So, with all these risks, the question is, WHY did the workers defy the call when, on two previous occasions, they responded to the call to strike?

Firstly, it seems, workers felt the duration of the stay-at-home was too long. They asked "What do they expect us to eat?"

LACK DIRECTION

They argued that pupils depended on the salaries their parents earned.

Secondly, the employers' attitude hardened after the previous stay-away. Many boycotters found themselves without jobs.

Some people say the demands by the pupils are many and incessant and seem to lack direction.

Some workers also seem to have heeded rumours that if people stayed away from work, police would raid homes and demand to know why heads of families were not at work

Some workers, especially those who live in hostels, also feared that they would be "repatriated" to their homelands if found loafing

Another view is that the boycott was ill-timed, coming so soon after the previous three-day one

The big question stemming from this massive defiance of student power is whether future stay-away calls will be resisted in the same concerted manner.

(1) 61 (4) 193
(2) 139
(3) 152

FIN MAIL 12/11/76

ARMOURPLATE STRIKE

Unanswered questions

The Armourplate strike — the longest by Africans in South African labour history – ended last week But its repercussions continue

In a statement issued this week, the (African) Glass and Allied Workers Union charges the firm with allowing "a comparatively small issue to blow up into one of major proportions'

The union charges Armourplate with constantly ignoring the wishes of its work force by not consulting its works committee on the retrenchments which sparked off the dispute, and of consistently refusing negotiation — both before and during the strike It also says the firm attempted to intimidate worker representatives On the morning of the strike, the union says, works committee chairman Ephraim Mabena went to the office of Armourplate's factory manager to attempt to resolve the issue There he was confronted with both the manager and three strangers", all of whom kept revolvers on the table in front of them throughout the meeting

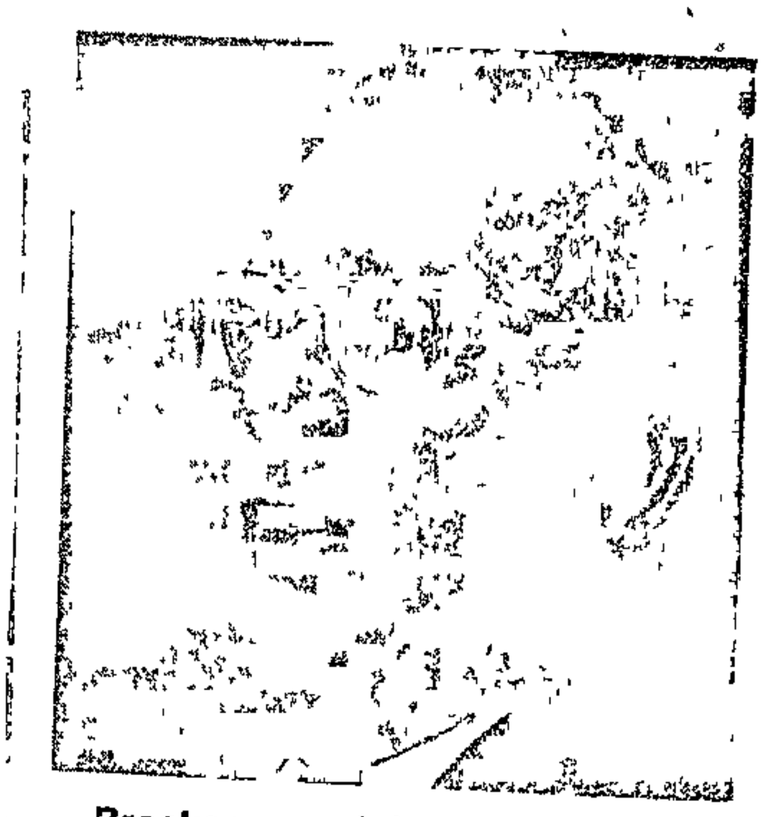
The union says numerous attempts by both it and the works committee to negotiate with management in order to get the strikers back to work were ignored The union also asked Institute of Industrial Relations director Sam van Coller to mediate Despite van Coller's standing with management (he is an Anglo American labour man), the firm ignored this attempt, too

Armourplate chairman John Breakspear dismisses the union's allegations as "untrue and unworthy of further comment " He tells the *FM*, however, that "in my view this was not an industrial dispute but a political manoeuvre The retrenchment of the three men was fully discussed by the company with the works committee The Department of Labour also had discussions with the committee but were unable to reach a settlement

"At no time during the dispute did the company intimidate the workers' representatives, nor has there been any intimidation of the workers who returned "

The strike ended last Monday, after van Coller's attempt to secure a settlement failed The workers decided not to seek re-employment with Armourplate because they fear union members will be victimised — as evidently happened to a few men who earlier did return to the factory They also fear that the more skilled workers will be used to train new recruits and then be dismissed

The union claims the strike had a serious effect on production Armour plate was forced to rely on an African labour force of 30 40 for the first four weeks of the strike and 50 60 thereafter It also says it has had unconfirmed



Breakspear — jobs on a selective basis

reports from workers that mistakes by untrained workers on the production line during the strike caused Armourplate to incur a penalty on a contract with a firm of railway carriage workers, and that glass delivered to the factory by the nearby Pilkington's plant piled up because no one was able to work it

The statement points out that Breakspear was quoted in one paper as offering strikers their jobs back "on a selective basis" and in another as saying that the company had cut its work force down from 200 to 113 because of the recession.

The union also comments on the conviction of picketeers under the Riotous Assemblies Act. "The right to strike is a mockery without the right to conduct a lawful picket", says the union.

Strikers were also interrogated by the Security Police One was asked who had caused them to strike and replied "Mr Fitzhenry" (the factory manager)

Senate Hansard 2 @ col 12

24/2/77

152

Strikes

20 Senator B R BAMFORD asked the Minister of Labour

(a) How many (i) lawful and (ii) unlawful strikes were there in 1974, 1975 and 1976, respectively, and (b) how many persons were involved in each case in each year

The MINISTER OF LABOUR

		1974	1975	1976
(a)	(i)	nil	nil	nil
	(ii)	194	123	113
(b)	(i)	nil	nil	nil
	(ii)	38 961	12 451	16 170

Senate Hansard 4 Q cols 13 - 14

9/3/76

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Strikes

*3. Senator B. R. BAMFORD asked the Minister of Labour:

(a) How many (i) lawful and (ii) unlawful strikes took place in 1974 and 1975, respectively, and (b) how many persons were involved in each case.

†The MINISTER OF LABOUR:

The details are as follows:

		1974	1975
(a)	(i)	nil	nil
	(ii)	194	123
(b)	(i)	nil	nil
	(ii)	38 961	12 451

152

Strike lost factory R80 000

Cape Times 28/2/77

A SENIOR representative of a Cape Town factory said in the Supreme Court, Cape Town, yesterday that his firm suffered a production loss of about R80 000 in two days last year in September, because of a strike.

Mr Justice Theron ruled that the witness and his factory should not be identified. This also applied to two representatives of other factories who gave similar evidence of losses suffered during the strike.

Before the court in a summary trial were three men charged under the Terrorism Act — John Christopher Hoffman, 23, Jiawoodien Parker, 23, and Ismail Jackson 21 — who have all pleaded guilty to charges of participating in terrorist activities

The hearing continues on Tuesday.

Mr Justice Theron sat with two assessors — Mr M R Hartogh and Mr H J Swart. Mr H Klem is appearing for the State Mr M Seligson, Sc, instructed by A M Omar and Co. is appearing for Mr Hoffman, Mr P Thurion, SC, assisted by Mr P Avenant and instructed by Swanepoel, Uys and Van Reenen, for Mr Parker, and Mr L Weinkove, instructed by Frank, Bernardt and Joffe for ckson.

152

Pay strike in third day

25/3/77 Star

Labour Reporter

The strike of black labourers at Transvaal Wholesale Meat Supply in Johannesburg over alleged wage reductions entered its third day today after a fruitless protest trip by strikers to the Department of Labour in Pretoria yesterday.

The men, who were paid off on Wednesday, said today they were told in Pretoria to put their case before labour officials in Johannesburg.

When they did so, they were told the department could not help them, they said

There were only seven whites working at the firm after the strike, four of whom had left since, they claimed They said the strikers numbered 46 men, about 25 of whom were unregistered as workers Drivers were not striking

The men claimed they worked from 6.30 am until after 9 pm on weekdays and until 3 pm on Saturdays Two of them produced wage packets which showed regular wages of R19 and R17 a week with an additional R9,35 and R7,26 respectively for overtime

All of their wages were to be reduced to R23,50 a week, including overtime, from this week, they claimed.

Blacks in the area said they would like to take up jobs at the strike-bound firm but were afraid they would get hurt by the strikers

The managing director, who refused to comment yesterday, was not available for comment this morning.

Wider powers to curb strikes planned

ARGUS 29/3/77

(1) 152
(2) 166

The Argus Political Staff

NEW powers to the Minister of Labour to prevent strikes when he deems it in the national interest are proposed in legislation to be introduced during the present parliamentary session.

Contained in the Industrial Conciliation Amendment Bill published earlier this month for general information and comment, the proposed extension of the Minister's powers is believed to have already been rejected by the powerful Trade Union Council of South Africa (TUCSA).

Comments on the Bill will be received by the Secretary of Labour till the middle of next month, whereafter the Bill is expected to be introduced in Parliament.

The crucial amendment to the existing industrial conciliation legislation is a new clause which would empower the Minister to refer disputes to compulsory arbitration, and thereby to prevent strikes, in cases where he regards it to be in the national interest.

FUEL SUPPLY

The measure does not specify the kind of industrial areas or services that might be had in mind.

Another important amendment is with regard to the prohibition of strikes in fuel supply services.

While at present only affecting fuel distribution services, the measure is to be extended to include the mining and processing of fuels.

Strikes are already prohibited in terms of present legislation in work areas relating to service industries like water, electricity and sanitary supply.

The Minister is also empowered to have disputes

(Continued on Page 3, col 5)

ARG 43 29/3/77

POWERS

(Continued from Page 1)

referred to compulsory arbitration in other fields of industrial activity, as had been done in the case of the food-canning industry.

Another new Bill, the Bantu Labour Relations Regulation Amendment Bill, was to be tabled in Parliament today by the Minister of Labour, Mr S. F. Botha.

The Bill is described as 'providing for the establishment and functions of co-ordinating liaison committees and expanding the powers of certain committees.

It will 'further prohibit' strikes and lock-outs involving Black workers and 'further regulate the settlement of disputes' as well as regulate the making of certain orders

It will also extend the provisions relating to the observance of secrecy and victimisation and will set out to ensure the freedom of association of employees.

(1) 152
(2) 166

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New light on strike draft

Natal Mercury 30/3/77

Parliamentary Correspondent

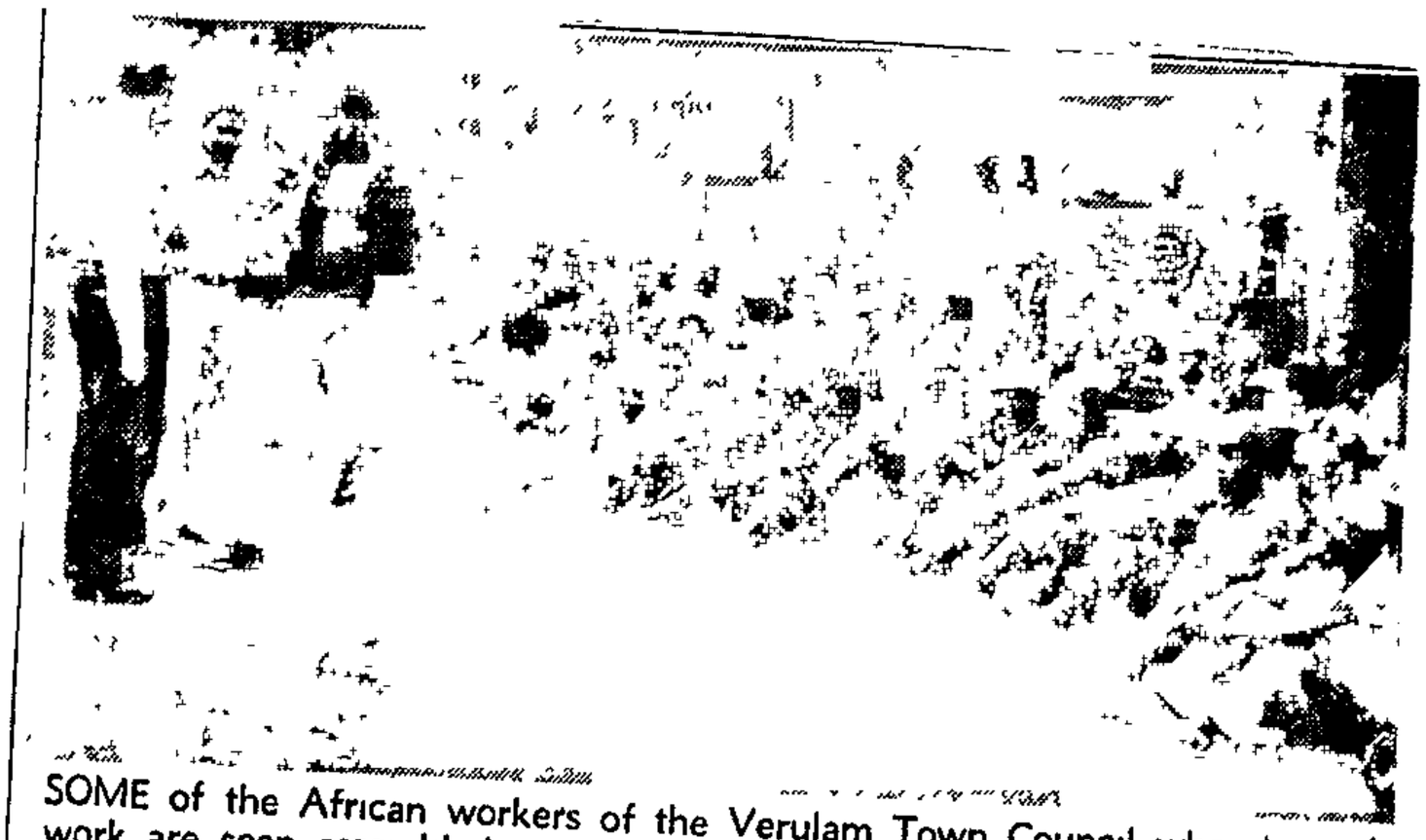
CAPE TOWN — Mr. Fanie Botha, Minister of Labour, said yesterday that draft legislation published in the Government Gazette recently was not aimed at abolishing strikes in all industries.

He said that it was aimed at increasing the circle of what would be regarded as "essential services" where strikes could be forbidden, such as in the supply of coal to municipal power stations.

Mr Botha said that if he felt that circumstances were such that a strike in a certain industry would not be in the "national interest" he could, in terms of the draft legislation, forbid a strike.

He emphasised that it was only draft legislation and had been printed in the Government Gazette for information and comment from interested parties.

152



SOME of the African workers of the Verulam Town Council who stopped work are seen assembled outside the Verulam municipal offices yesterday while their representatives make their demands for higher pay with the town's engineer, Mr. E A van Zyl (standing left)

Natal Mercury 31/3/77

Work stops at Verulam

Mercury Reporter

MORE THAN 100 African labourers of the Verulam Town Council who stopped work yesterday for higher pay refused to be paid off unless the all - Indian Council's Indian workers joined them.

The labourers downed tools yesterday morning and demanded an immediate increase of R5 a day to their wages, which ranged from R15,50 to R20 a week.

A representative of the workers met the mayor, Mr. Y. S. Chinsamy, and the town clerk, Mr. Dick Naicker, and put forward their demands.

Mr. Naicker said: "We offered the five-day-week workers an increase of R1, and the six - day - week workers, R1,20, but they rejected it."

He said that the mayor, and an official of the Department of Labour addressed the workers and appealed to them to return to work.

The workers were told either to return to work or be dismissed. Those who wished to be dismissed were told to return at 3 p.m. yesterday to collect their pay.

Only about 70 went to the town offices at 3 p.m.

When they were asked to go to the offices for their wages they refused and demanded that the Indian workers also join them. The Indian workers did not do so.

Police are on standby.

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Workers out for more pay

RDM 7/4/77

EMPANGENI. — Building at the R500 000 extension to the existing Empangeni hospital was brought to a virtual standstill on Tuesday when the entire labour force of 55 workers went on strike for higher wages.

They refused to work unless their wages were increased from 33 to 40 cents an hour.

c) a period (1926-1945) when provincial governments and the central Department of Native Affairs provided subsidies and exercised joint control; and

FIN MAIL 22/4/77

LABOUR LEGISLATION

The no-strike Bill 152

Government's Industrial Conciliation Amendment Bill doesn't add any new principle to the existing Act But it could affect the way industrial council bargaining is run

The Bill empowers the Minister of Labour to declare any industry an "essential service" At present he can only do this with the perishable food industry, local authorities, the provision of transport, water and lights, and other essential services

Once an industry is declared an "essential service", strikes or lockouts are forbidden and the issue is settled by the industrial tribunal or an arbitrator appointed by the two parties

Government's main intention appears to be less to prohibit strikes — which have virtually disappeared from the registered union scene — than to empower the Minister to prevent unions from using the strike ballot as a bargaining weapon, as the Mine Workers' Union did last year

The Bill has therefore included a specific reference to the mining and processing of fuels It could also take disputes out of the hands of the parties involved and hand them over to a system of compulsory awards

This upsets unions who say they are opposed to a government-appointed third party deciding work conditions They fear that government is increasingly taking business's side against them

The Department of Labour replies that the Bill doesn't give it the right to intervene in industrial council negotiations It adds that only one order under this section of the Act has ever been issued and that the new provision would only be used in a crisis

The Bill also extends compulsory arbitration to Africans, although here the award will be made by the Wage Board

African strike rights are already severely limited The 1973 Bantu Labour Relations Regulation Amendment Act granting that right laid down cumbersome procedures which had to be complied with before a strike became legal

Few people believed Africans would ever successfully use these provisions They have, however — at Armourplate late last year Government is now seeking the power to prevent this

Meanwhile, some registered unions say they believe a major employer association is responsible for the Bill Tucsa general secretary Arthur Grobbelaar says he is sure "government didn't suck this out of its thumb"

One employer group which is unhappy about the Bill is Seifsa Director Errol Drummond says he can't disclose Seifsa's submissions on the Bill but adds "We have strong views on the possible effect it could have on collective bargaining through the industrial council system"

The FCI, however, has not opposed the Bill 'We have no real objections to it', says a spokesman

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ovincial governments and the central
ts and Science.

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tion Act of 1953, arrangements were made
tment of Native Affairs. This culminated
a separate Department of Bantu Education
(later Administration) assum

d) most recently, in the seventh
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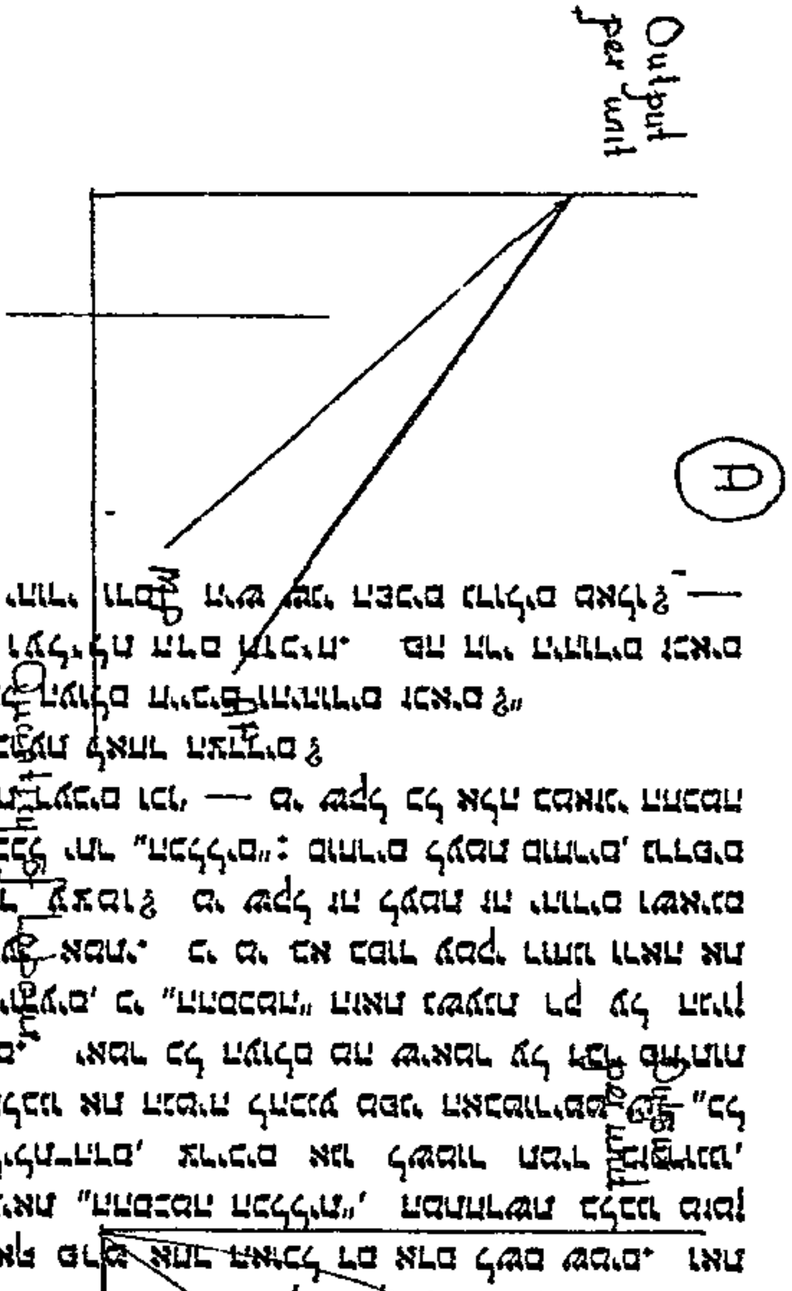
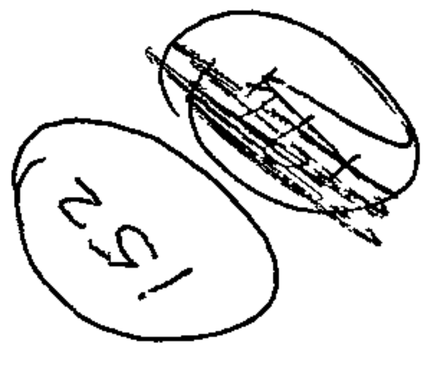
4/ Muriel Horrell. Bantu Educ
1968. pp. 8-13.

5/ Muriel Horrell. The Educat
Africa, 1652-1970. Johannes

6/ It is important to note that
majority of the 'coloured' p
providing schooling for near~~ly 97%~~ of coloured pupils as late as
1938. (A. Behr and R.Macmillan. Education in South Africa.
Pretoria, Van Schaik, 1966. p. 362 et seg.





Strike at Empangeni

RDM 11/5/77

Own Correspondent

DURBAN — About 200 Black workers at the Ngoye paper mills at Empangeni went on strike yesterday demanding the dismissal of the compound manager, Mr J Tring They say he is too strict.

A police spokesman said that at the start of the strike Mr Tring was slightly injured when a worker hit him over the head with a bottle He was treated at Empangeni Hospital. Otherwise the strike had been peaceful. Police sent to the mill had been withdrawn.

The spokeman said talks have being held between the workers and management. He did not know the outcome, but it appeared that the management had refused to bow to the workers' demands

The mill manager was unavailable for comment

(Question 3 - continued on page 3)

Thirty strikers each fined R100

14/5/77 Rand

Staff Reporter ..

THIRTY labourers of the Witbank Coal Agency Pty were yesterday each fined R100, or three months, when they appeared in the Johannesburg Magistrate's Court on a charge of striking

A further six months jail sentence for each was suspended for three years.

Mr H. Marks, a director of the firm, told the court that April 11 last year was a public holiday but the labourers had to work. Not one turned up although nobody had asked for leave. The next day all turned up and work proceeded normally At the end of the week their wages for one day were deducted.

On April 18 when he arrived at work they were not working When asked why not, they demanded to be paid for April 11.

They were given 10 minutes to return to work but refused The police were called and the men were arrested The reason for the strike was to force him to pay them for the day they had not worked

He refused the demand because he felt they were not entitled to pay, Mr Marks said.

After the men were released on bail, several returned to his service.

The men, who all pleaded guilty, told the court yesterday they were sorry "We made a mistake," they said in chorus.

They each earned R20 a week, they said.

In sentencing them, the magistrate, Mr P C van der Merwe, pointed out that there were peaceful means for settling differences with employers.

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Police on standby at strike scene

Star 16/7/77

152

Pretoria Bureau

Police armed with automatic weapons and dogs converged on a municipal depot in Proes Street, Pretoria, this morning after workers downed tools in a pay dispute.

Two thousand workers of the City's Cleansing Department crowded round municipal officials in the ground while police — some armed with machine carbines and automatic carbines — stood by in case of trouble.

CONFUSION

The workers apparently refused to start work today because the Pretoria City Council had decided to pay them on a monthly instead of weekly basis.

The confusion arose, a municipal spokesman said, because the men were not being paid at the end of each week [illegible] but were getting pay later [illegible] following month.

After prolonged negotiations the workers decided to take the day off and continue with the negotiations tomorrow morning.

14 000 strike

PITTSBURGH — About 14 000 iron ore workers walked off the job in five states yesterday in the first major strike against the nation's steel industry in 18 years — SAPA-RNS

(152)

(152)
RDM 17/8/77

Workers in court after alleged strike

Own Correspondence

LADYSMITH. — One hundred and eighty-six workers of Scottford Mills in Ladysmith appeared in the Ladysmith Magistrate's Court yesterday after allegedly refusing to start work on Monday morning after a wage dispute.

They are being charged under the section of the Bantu Labour Relations Regulations Act which deals specifically with the prohibition of strikes and lock-outs

The accused — 30 men and 156 women, several of whom are pregnant — indicated that they intended to plead not guilty.

Earlier, the courtroom had to be cleared so that all 186 accused could be accommodated in the one room

The prosecutor, Mr H Moldenhaeuer, told the magistrate, Mr Mauritz Randelhoff, he would be unable, at this stage, to proceed with the trial as it might be necessary to constitute a special court for the hearing. He asked that all the accused be remanded in custody until August 26, to allow for further investigations. He would oppose bail application for security reasons, he said.

Following a noisy reaction, Mr Randelhoff asked the accused to appoint a spokesman

A woman accused then asked for bail. But Mr Randelhoff said the court was not prepared to consider any bail application at this stage.

Teacher Training Colleges:

In this area lit has been achieved. Manpower shortage and uncertainty as t what is required by S.A.H.U. Coaching Sub-Committee are m gating factors.

Southern Cape:

A coaching trip was made to George over th weekend 29-31st July, with Owen Metcalf managing the Colts tea and conducting a coaching course for some 40 participants. Doug Morris and Ross Thomson accompanied the team and conducted an umpiring seminar for all the participants. This was a highly successful venture and greatly appreciated by the players and administrators of the Southern Cape Sub-Union. Both indoor and field hockey were played and the indoor hockey facilities at George are excellent.

Liaison with S.A.H.U. Coachir Sub-Committee:

The Sub-Committee has main ined regular contact with the Chairman of the S.A.H.U. Coaching Committee through exchange of minutes and John Dickson's membership (co-opted) of the senior body.

Coaching Aids:

The availability of the various aids was brought to the attention of all Clubs by way of an article written by Owen Metcalf which appeared in the May edition of "Hockey Happenings". The usefulness and importance of the Westminster Bank Slides has been stressed and to date 3 sets have been sold and another 5 have been requested by Clubs. A ticles aring in "Whistle Happy" and other world hockey [illegible] also reproduced for distribution to Clubs.

PLANS

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300 go back to work after day-long talks

PDM 24/9/77

Staff Reporter

THREE hundred black drivers employed by the South African Railways at Kazerne, Johannesburg, who started a strike yesterday will resume duties this morning

Drivers claimed that among reasons which led to the strike was the fact that they were being sacked and replaced by whites.

Their spokesman said he suspected whites were being engaged so that they didn't suffer under the present unemployment.

The spokesman said black drivers were being sacked if they dared to stop along roads to relieve themselves or buy food at nearby shops.

He stressed that licences issued to black drivers by SAR were kept by white officials

This resulted in former SAR drivers being unable to get other jobs.

The spokesman said the drivers clocked in at 7 am yesterday and asked a white official to discuss their complaints. But the official refused.

The strikers were in the yard at about 9.30 am when white and black Railway police and six police dogs surrounded them.

The armed police ordered them to go back to work in 10 minutes. But they left after drivers explained that they were waiting for officials to discuss their complaints.

Mr Theo du Toit, assistant public relations officer of the Railways, confirmed that the strike was staged by all 300 drivers employed at Kazerne.

"The strike resulted after seven of the drivers were given other jobs, because they were found to be incompetent

"It was agreed during day-long talks that the seven would be given an intensive training in driving by the Railways. This will enable them to retain their jobs as drivers."

secretary, Mr Robert Denton, is confident of a complete sellout of the 66 000 tickets. Only 600 were left unsold when his office closed yesterday. Gates open at 9 am today.

The State President and the Prime Minister will be at the match.

●Napoleon and the terrorists — Page 5

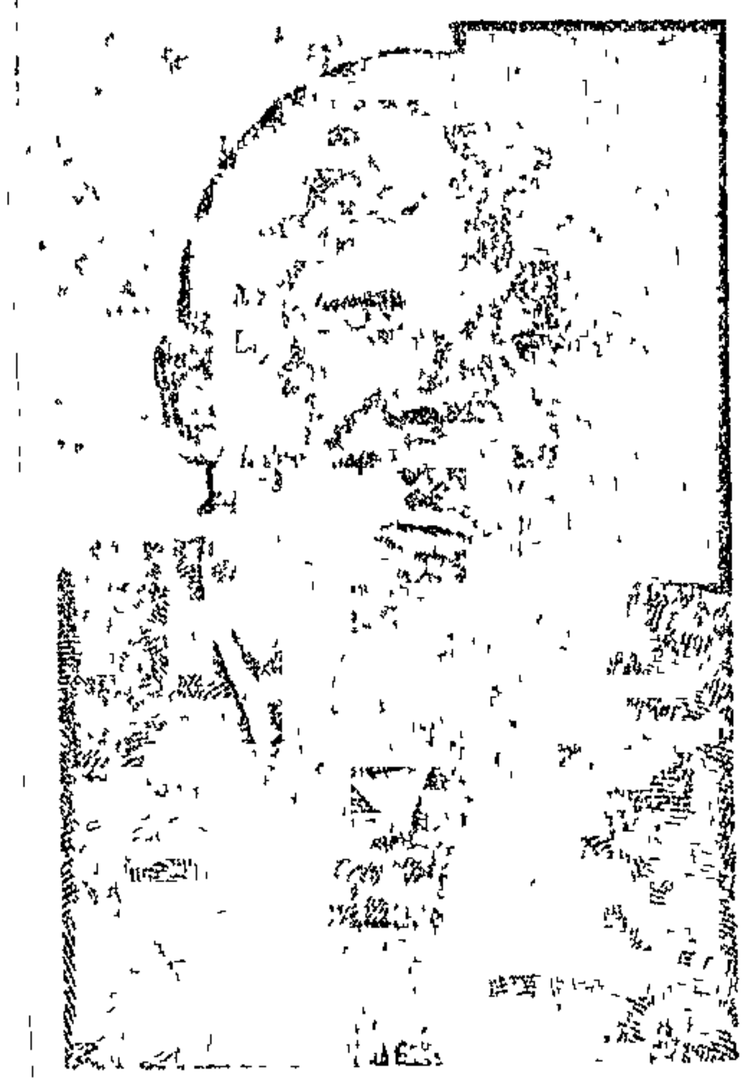
FIN MAIL 7/10/77 (152)

AFRICAN UNIONS

Armourplate sequel

African trade unionists are jubilant about a recent court case in which Mr Justice Trengove upheld the appeal of 27 members of the Glass and Allied Workers' Union against a conviction under the Riotous Assemblies Act

The case is a sequel to the Armourplate dispute last year, when workers at



Glass Workers' Jacob Nthebe . . . a technicality but still a victory

Financial Mail October 7 1977

the Springs plant of Pilkington's Armourplate Safety Glass staged SA's first legal strike by African workers for decades The strike lasted nine weeks.

While the strike itself was legal, the 27 men were nevertheless convicted by a Springs magistrate of holding an illegal demonstration outside the factory gates.

But the Supreme Court held that the accused had not been granted a fair trial, and set the conviction aside.

The judge found that some of the accused had not been given an opportunity to cross-examine the sole state witness, a Lieutenant Kruger; that the magistrate "did not approach (Kruger's) evidence with an open mind"; and that in one instance the magistrate had "erred in interposing his own view (in response to a question) and not giving Kruger the opportunity of replying for himself".

The higher court's decision therefore hinged on points of procedure rather than on the merits of the case heard by the magistrate. The attorney-general therefore has the option of instituting the prosecution afresh.

(1) 152

STAR

200 stay away at Sasol 2

Staff Reporters

More than 200 coloured workers at the Sasol 2 construction site stayed off work today in a second day of protest over grievances

But a spokesman for Sasol said at mid-morning that the workers had indicated after talks that they would resume work tomorrow.

Yesterday 170 to 200 coloured workers from the new coloured camp refused to go to work because they were being transported in open trucks over the 4 km from the camp to the site, in rainy conditions

Today, covered trucks were provided, but the men were still unhappy, according to one of the workers

A spokesman for Sasol 2 denied this man's claim that about 600 men had stayed from work He confirmed that about 170 to 200 had not worked yesterday and "more than 200" did not work today

FOOD COMPLAINT

The complaints, confirmed by several other workers during a visit to the outskirts of the camp yesterday, included.

- Dissatisfaction with food. One man claimed they had eggs for breakfast every day and frequently also in their lunch packets.
- Overcrowded dormitories with six men to a room of about 3½ m square
- Frequently flooding showers and blocked toilets

(1) 152

Sasol men go back

STAR 1/12/77

About 200 coloured construction workers protesting about working conditions at Sasol 2 went back to work today.

Agreement was reached between Sasol's management and a works committee established by the workers to liaise with the employers.

The workers from a new coloured camp refused to go to work on Tuesday because they were being transported in open trucks over the 4 km from the camp to the site.

Covered trucks were provided yesterday but the men were still unhappy.

Strike at Sasol ends

RDM 2/12/77

152

By CHRIS MARAIS

EVANDER — Most of the 200 coloured workers who staged a two-day strike at the Sasol 2 construction site near Evander this week have returned to work after forming a committee to present their grievances to management

The workers initially stopped work on Tuesday, when they protested against being transported 4 km from their camp to the site in open trucks and in rain.

Covered trucks were later provided but the strike continued as the complaints grew The men were unhappy about their food, accommodation and toilet facilities, it was earlier reported.

"We have now cleared the matter up," said a Sasol spokesman yesterday "Most of the workers have returned to work and the others will begin again on Monday."

He confirmed that a works committee had been formed and that this committee would in future lay all worker complaints before management.

"This will prevent another misunderstanding like this," the Sasol spokesman said.

RDM 7/12/77

Black newsmen down tools

152

By ZWELAKHE SISULU

TWENTY - FOUR black journalists at the Post yesterday refused to work and demanded the removal of the newspaper's white editor, Mr John Miskelly.

The journalists have stated they will not go back to work until Mr Miskelly is removed and another appointment made.

In a memorandum to the newspaper's manager, Mr John Marquard, the journalists said they found Mr Miskelly's attitude towards his news staff and blacks in general unacceptable.

Mr Miskelly was appointed editor of Post after The World and Weekend World were banned and the editor Mr Percy Qoboza detained on October 19.

The 24 staff members signed the memo which was presented to Mr Marquard yesterday.

The memo also objected to the newspaper's "gagging of so-called provocative" stories by rejection or "timid" rewriting.

Mr Marquard declined to comment, but said as far as he knew the reporters would come to work today.

Mr Miskelly said last night the production of the newspaper would not be affected.

"We will come out as usual and I certainly do not expect any resignations from my staff. This is an internal matter," he said.

152

Cape Times 7/12/77

Black journalists go on strike

Own Correspondent

JOHANNESBURG. — More than 20 black journalists at the Post newspaper yesterday refused to work and demanded the removal of its white editor, Mr John Miskelly.

The journalists said they would not go back to work till Mr Miskelly was removed.

In a memorandum to the newspaper's manager, Mr John Marquard, the journalists said they found Mr Miskelly's attitude towards his news staff and black people in general unacceptable.

"His attitude is one of 'I know the black mind' and we as blacks have had enough of this. We cannot serve under him and we hereby demand his immediate removal," the memo said.

Mr Miskelly was appointed editor of Post when the World and Weekend World were banned and the editor, Mr Percy Qoboza, was detained on October 19.

At least 24 staff members signed the memo, which also objected to the "gagging of so-called provocative" articles by the newspaper.

Mr Miskelly last night said the production of the newspaper would not be affected.

"We will come out as usual and I certainly do not expect any resignations from my staff. This is an internal matter and I hope it will be resolved."

Star 9/12/72

Work code welcomed by Govt

(152)

The code established by major labour organisations aimed at removing discrimination in employment has been welcomed by the Government, SABC-TV reported last night

The Minister of Labour, Mr S P Botha, said in an interview that the code did not conflict with existing legislation

"The code as I see it provides guidelines which have been implemented," he said.

He said South Africa would enjoy many economic benefits as a result of the code because it would lead to greater job satisfaction among workers. Particular labour needs existed and job satisfaction could only be assured if everyone concerned agreed on the implementation of labour legislation.

He has appointed a commission to look at the circumstances of the entire labour legislation. — Sapa

Security man denies watchmen's grievances

STAR 13/12/77 (2)

Allegations by a group of watchmen in Lenasia that a Roodepoort security guard firm had hired them and made them work without pay were denied today by the owner of the firm

The watchmen's grievances came out yesterday after they had gone on strike last Friday in Lenasia.

They claimed that Arrow Securities in Roodepoort owed them back pay amounting to hundreds of rands and that they were living and working under appalling conditions

However, the owner of the firm, Mr Martin Fraser, said he was not responsible for the watchmen's grievances

INTERESTED

His security business had been taken over in October, "on appro," by a Mr S Deysal, who was interested in buying it

"Mr Deysal decided the business was not profitable and simply abandoned it without paying the watchmen during the time they were under his control," Mr Fraser said.

Mr Fraser was reluctant to put The Star in touch with the Mr Deysal he was referring to. He said he was taking legal action against "a Mr Deysal."

He added "I borrowed money and have since paid the night-watchmen off Some of them have given me endless trouble with drinking and absentee problems"

He said the Department of Labour and the SPCA had also been on to him.

An SPCA spokesman said they did not find any visible signs of cruelty to the guard dogs A labour inspector was investigating the watchmen's claims

INDUSTRIAL RELATIONS

STRIKES

JAN – DEC 1978

Natal strike mob is dispersed with gas

N.M. 21/2/78 (152)

INDUSTRIAL RE-
STRIKES
JAN-DEC

Crime Reporter

POLICE were forced to use tear-gas yesterday to disperse a crowd of striking Black workers who had brought the entire Isithebe Industrial Township, near Mandini on the Natal North Coast, to a standstill.

Two policemen were injured and several vehicles were stoned before order was restored.

All 28 factories in the township, employing about 1 700 workers, have virtually ground to a halt. Half of the work force was said to be involved in the strike.

Most of the other workers returned to their homes when confronted by the main body of strikers early yesterday.

Brigadier Ben Pieterse, Divisional Commissioner of Police for the Natal Inland Division, said yesterday afternoon that order was restored after the police used tear-gas to disperse a crowd of about 800.

A short while later all the workers had left the area after a deputation had been appointed to discuss their grievances with the KwaZulu Government at Ulundi today.

Indians

The main grievances appeared to be over wages and the appointment of Indians in managerial positions.

Mr. Tom van Aardt, manager of the Corporation for Economic Development (formerly the Bantu Investment Corporation), said the trouble was sparked off by a small number of demonstrators about 200 metres outside the northern entrance to Isithebe early yesterday.

Buses and cars heading for the township were stopped and workers were urged to strike. Later some of the buses and vehicles were stoned as the growing crowd became riotous. One man was arrested.

Unruly

A delegation of workers met local magistrate Mr. Beukes and an assistant and it was agreed that they would discuss their grievances with representatives of the Department of Plural Relations at Ulundi.

But the angry workers refused to leave and became more unruly, leading to the police using tear-gas.

Brigadier Pieterse said police would be on duty today to protect those workers who wished to return to work.

Mr. van Aardt said that not all of the workers wanted to be involved in the unrest and those who had turned up for work were sent home for fear of victimisation.

One factory is known to have continued operations with 10 workers in place of the usual 300

Stakers beseer 2 polisiemanne

Die Burger 21/2/78 (2) 152

Van 'n Medewerker

DIE polisie was gister verplig om in die Isithebe-nywerheidskompleks in KwaZulu twee traanrookbomme af te vuur by 'n staking van sowat agthonderd Zoeloes Twee polisiemanne is lig beseer.

Die Zoeloes, van 28 fabrieke in die gebied, het gisteroggend voor die hekke van een van die fabrieke stelling ingeneem. Hulle was ontevrede oor hul lone en Indiese opsigters by die fabrieke

Volgens brig. Ben Pieterse, afdelingskommissaris van die Natalse Binnelandse Afdeling van die Polisie, is die polisie ontbied nadat 'n bus met klippe bestook was By die aankoms van die polisie het sommige van die werkers die polisie met klippe gegooi Twee polisiemanne is lig beseer

Die werkers is tot bedaring gebring nadat twee traanrookbomme afgevuur was. Hulle het verdaag nadat die Bantoesake-kommissaris van die gebied, mnr D Beukes, hulle verseker het dat hul griewe bespreek sal word.

DURBAN.

Strikers stone beerhall

22/7/78 (152) M

DURBAN — Most of the 28 factories in the Isithebe industrial complex near Mandini were idle yesterday after nearly 1 000 workers went on strike for more pay, the Divisional Commissioner of Police for the Natal Inland Division, Brig B. Pieterse, confirmed here yesterday.

About 1 000 strikers stoned a beerhall owned by the Corporation for Economic Development late yesterday afternoon.

Earlier the strikers marched through the streets in the township carrying sticks. Onlookers were also stoned and forced to join the marching strikers.

An Inkatha office in the township opened specially to explain the procedure of voting in the Kwa-Zulu general election was closed

Chief A. B. Matonsi took control of the situation and ordered the police to leave the complex.

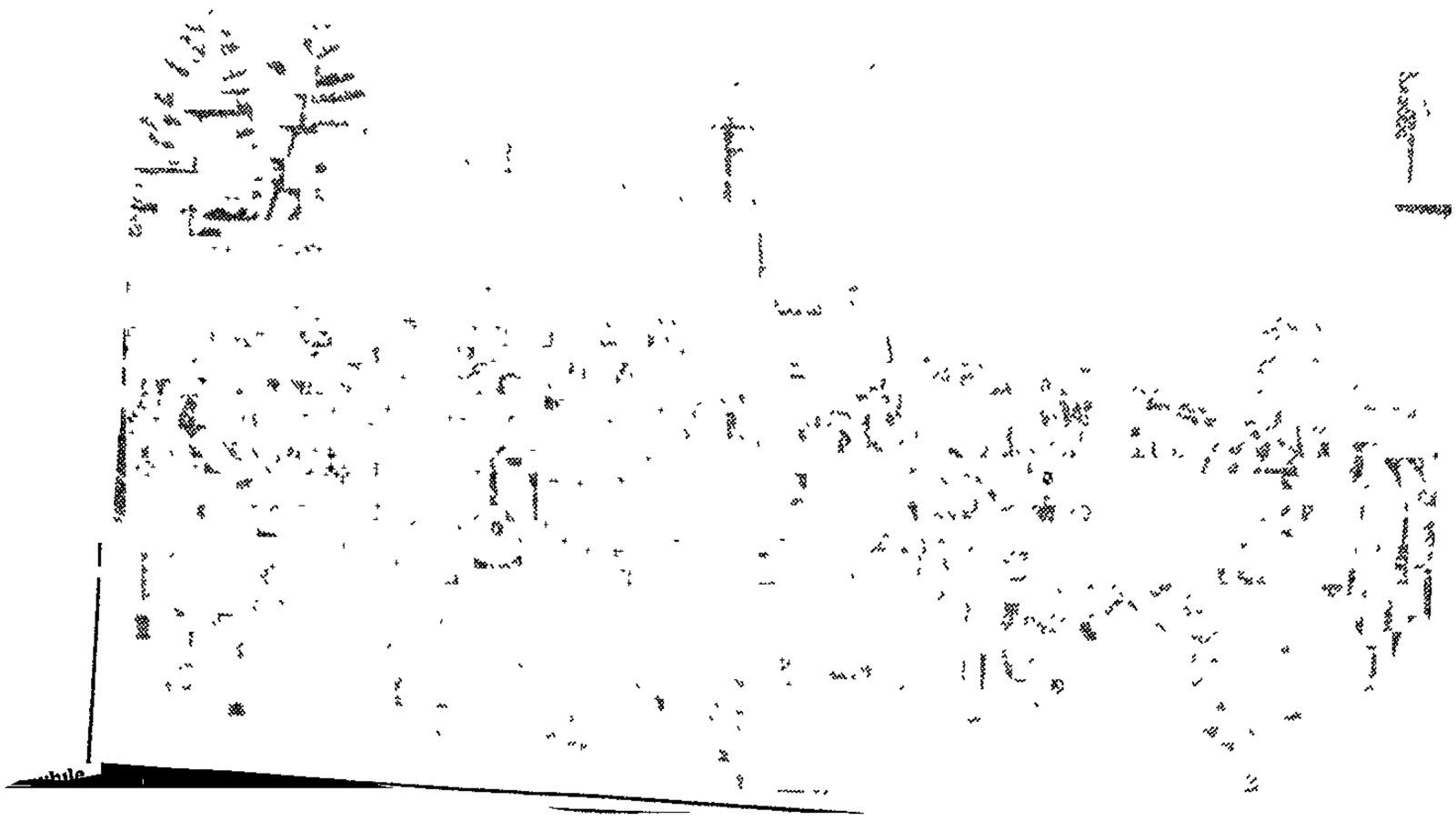
The strikers said last night they would not return to work unless the demands were met

They demanded that they be entitled to sick leave pay; that Indians and Coloureds not be employed permanently when blacks were capable of doing the work, that blacks get equal pay with Indians and Coloureds, and that the Workmen's Compensation Act be 5 altered too. — DDC.

N.M 22/2/78

(152)

Beerhall stoned as strikers start talks



STRIKERS, including women, march through the streets of the Isithebe industrial complex yesterday

African Affairs Reporter

MANDINI – About 1 000 strikers stoned a beerhall owned by the Corporation for Economic Development at Isithebe late yesterday afternoon.

They stormed the beerhall and drove out the patrons but were fought off by guards.

Early yesterday morning the strikers, armed with sticks, marched through township streets next to the Isithebe industrial complex Onlookers were stoned and forced to join the strikers

An Inkatha office in the township, opened to explain voting procedure in the KwaZulu General Election was closed yesterday

Chief A B Matonsi asked police to leave the complex and kept control until the arrival of KwaZulu s Interior Minister Dr Dennis Madide

Police remained on standby at the entrance to Isithebe township as non-employees from the surrounding rural areas joined the strikers, swelling their number to several thousand

Dr Madide appealed to the strikers to return to work today and promised he would negotiate with their employers

The strikers said they would not return to work unless their demands were met

They said they were not entitled to sick-leave pay and that Indians and Coloureds employed to train them were still working, although Africans were capable of doing the jobs

They said that although Africans were in same cases doing the same jobs as Indians, and Coloureds they were being paid less.

They claimed that workers who had been fired could not find new jobs because word of their dismissal was sent to other employers

Some firms failed to provide protective clothing, they said

Dr Madide met employers late yesterday and told the strikers the companies appeared ready to negotiate.

Employers had agreed to works committees at factories and he suggested the strikers set up a committee drawn from all the factories to co-ordinate the works committees

Dr. Madide said the workers themselves had made no specific wage demands though they clearly felt exploited by certain employers who were paying R6,50 a week.

Women

He said those most affected were women.

After meeting the strikers last night the minister said their representatives did not know how to convey their views to their colleagues

The strikers intend holding a meeting today to establish works committees which, they hope, will meet employers.

It appeared yesterday that the strikers wanted a minimum salary of between 40c and 60c an hour.

Dr. Madide told the strikers that employers had undertaken not to victimise their representatives and that the employers had complained of the strike starting without warning.

He said: "No reasonable person can believe these people would go on strike without first making their complaints known".

A number of strikers claimed to have approached their employers and that their claims had been rejected or promises made which had been broken

40 strikes last year

Star 28/2/78 (152)

Political Staff

THE ASSEMBLY — South Africa had 40 industrial strikes last year, in which 8 162 employees took part, affecting 40 companies.

A total of 45 employees were prosecuted for taking strike action, said the Minister of Labour, Mr Fanie Botha, in Parliament replying to a question by Dr Ron Miller, New Republic Party MP for Durban North

ISITHEBE STRIKE TALKS MAY RESUME TODAY

23/2/78 (152)

Mercury Reporters

INFORMAL negotiations between striking workers and employers at the Isithebe industrial complex broke down yesterday but the workers were expected to return to negotiations today.

The first step towards renewed negotiations will be setting up formal works committees – largely absent so far – to present mainly wage demands to employers.

Dr. Dennis Madide, the Kwa Zulu Interior Minister who is mediating in the dispute, said yesterday that workers would demand a minimum of at least R12 a week. Some workers were being paid as little as R6,50 a week.

Yesterday morning police dispersed a large crowd of workers after they had rejected an offer made by employers who agreed to an increase but insisted that the exact amounts should be left to individual firms to decide.

Police gave workers three minutes to disperse or return to work and then moved in. One man was bitten by a police dog

About half the complex's work force returned to work but were sent home at lunch as they feared victimisation from strikers.

The strike was sparked off on Monday by workers disatisfied with wages and the fact that Indians and Coloureds – originally employed to train Africans – were being kept on in superior positions.

Employers at the deserted complex yesterday refused to discuss the strike with the Mercury. "There is nothing to discuss," one manager said.

Dr. Madide, speaking from Ulundi last night said the latest position was unclear and that he was waiting for an on-the-spot report from one of his officials.

Today he would be sending one of his labour inspectors to help the workers – unskilled in labour negotiating – to set up works committees.

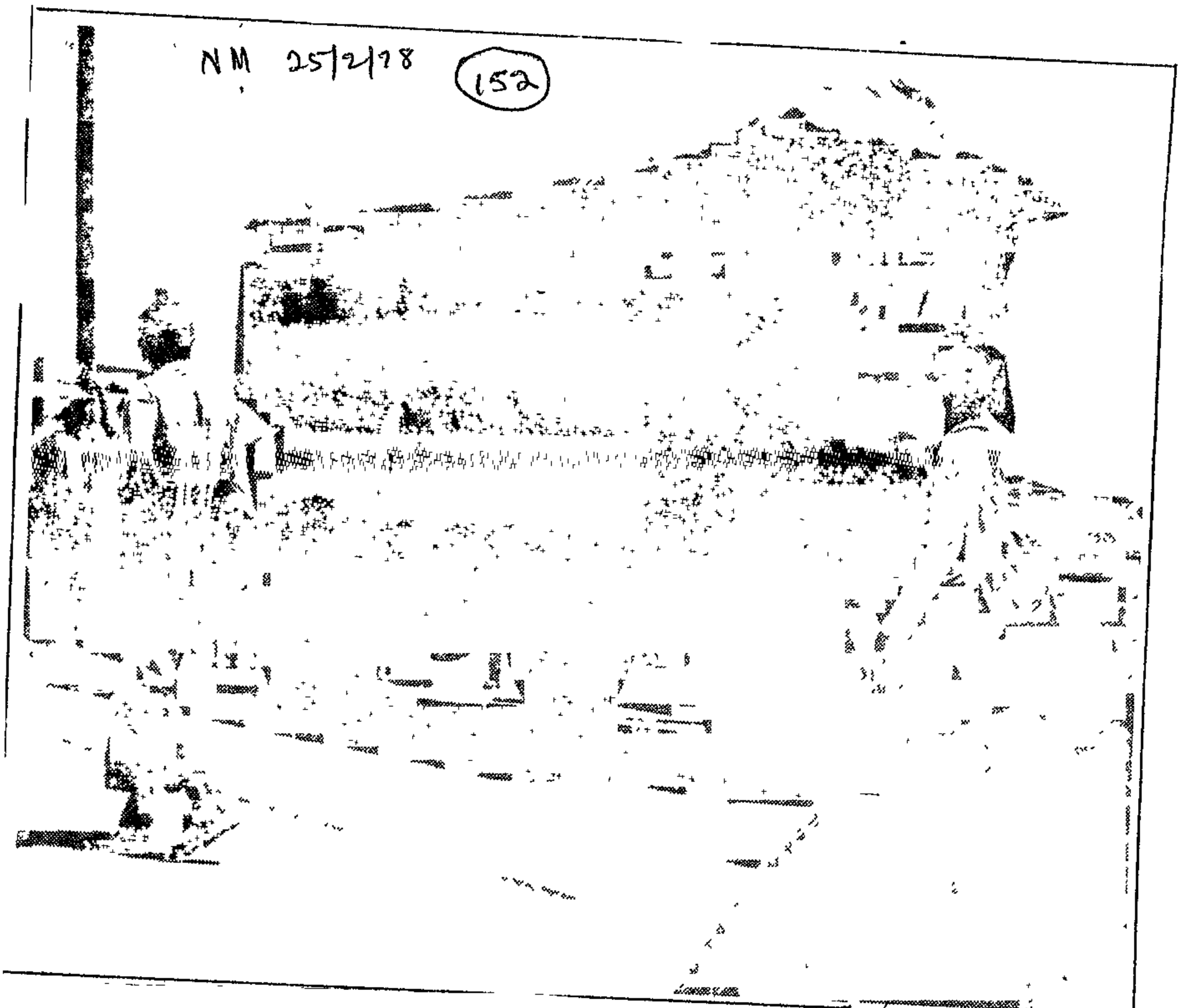
Cape Times 23/2/78 (152)

40 strikes in 1977 — Botha

THERE were 40 industrial strikes last year the Minister of Labour, Mr S P Botha, said yesterday.

Replying to a question by Mr R Miller (NRP, Durban North), he said that 8 162 workers had taken part in the strikes affecting 40 companies and that 285 employees had been prosecuted for strike action in 1975, 300 in 1976 and 45 in 1977. — Sapa

NM 25/2/78 (152)



A POLICE hippo attracts attention in the industrial town of Isithebe yesterday.

Return to work as strikers cool down

Mercury Reporter

CALM has returned to strike-torn Isithebe near Mandini after the apparent success of wage negotiations between strikers and employers.

Police dressed in camouflage uniforms were present in both the industrial complex and township nearby to prevent intimidation of workers.

Regular police patrols were reinforced by a hippo lorry which drew the attention of curious pedestrians in the industrial complex.

Workers received their weekly pay in an orderly manner and it is believed most are contented to wait for their increases in March and April.

Many factories at Isithebe reported "100 percent" attendance by staff.

Mr. Tom van Aardt, manager of the Corporation for Economic Development, said that

had ended yesterday, it seemed that matters had returned to normal following three days of strikes.

The prompt cooling of Monday's tense situation, when marching strikers stoned buses and prevented employees from travelling to work, is thought to be the result of negotiations and restrained police action.

Cape Times 17/3/78

Workers complain of ill-treatment

152

Own Correspondent

JOHANNESBURG. — More than 100 workers at Epol in Vereeniging, a subsidiary of the giant Premier Milling Company, went on strike yesterday because of alleged ill-treatment by a foreman

The workers — truck drivers and lorry crew members — reported for work yesterday morning and told the company's management that unless the foreman was removed they would not work.

They also demanded to talk to the company manager and higher officials from the head office in Johannesburg to air their grievances Two officials of the Department of Labour were called to the factory.

The workers told reporters they would not go back to work unless the foreman was removed.

A senior management spokesman said the plant's liaison committee was working to resolve the issue.

workers

his farm?

of going to work in a city?

3. What sort of work (if any) would you rather do - either on a farm or somewhere else?

4. What jobs would you like your children to do?

Why?

5. If worker has not been to school: Why didn't you go to school?

If worker began but did not complete schooling: Why didn't you finish your schooling?

Problems

1.. What would you most like to see changed in your working conditions? (wage, payment in kind, hours, holidays)

In your living conditions? (housing, recreational facilities)

54 000 hours lost through strikes

(152) DD 13/4/78

THE ASSEMBLY — Last year 8 162 workers had been involved in strikes in South Africa and a total of 54 524 man hours had been lost as a result, the Minister of Labour, Mr Fanie Botha, said yesterday.

Replying in writing to a question by Dr Alex Boraine (PFP Pinelands), he said 7 866 of the strikers had been black, 207 white, 50 Asiatics and 39 Coloureds.

The black strikers had lost 50 761 man hours, the whites 3 200, Coloureds 325,5 and Asiatics 237,5.

In reply to another question by Dr Boraine, Mr Botha said, black workers had been involved in 38 strikes, 26 of which arose from wage demands.

In other cases involving wages, workers had struck demanding pay although they had not worked on a particular day, because their pay day had been changed, because wages were paid late due to computer problems, because an employer withheld incentive bonus and in demand for a change in the date of pay day

Mr Botha said men had also struck in demand to leave working premises during the meal interval, because of demotion of certain employees without prior notice, in demand to be allowed to visit an agricultural show during working hours, in demand for the dismissal of a black personnel officer, and in demand for reinstatement of a discharged fellow-worker.

Police had been present in eight cases, presumably after being called in by employers, he said — SAPA

Cape Town

April 1978

Env

Salim Working Paper No. 18

Giles Hobson

A SURVEY OF FISH FARMING

IN SOUTHERN AFRICA

Southern Africa Labour and Development Research Unit

HANSARD 10 12th APRIL 1978
Question 497 2 - Col 604 & 605

152

Strikes involving Bantu workers

497 Dr A L BORAINE asked the Minister of Labour

(1) Whether any strikes involving Bantu workers occurred during 1977, if so, how many,

(2) in how many cases did the strikes arise out of wage demands,

(3) what was the main cause of each of the remainder of the strikes,

(4) whether police assistance was called in in connection with any of the strikes, if so, with which strikes

The MINISTER OF LABOUR

(1) Yes—38

(2) 26

(3) The main causes of the remainder of strikes were as follows

(a) The employees demanded to leave the premises during the meal interval

PREFACE

This sur n and edited by Robert Berold
of the E y (EDA). It is the result of
the tour. Hobson interviewed people
in Southe experience of fish farming.

The surve ly by EDA and the Southern
Africa La t (Saldru).

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605 WEDNESDAY,

(b) The employees demanded their pay although they did not work on a particular day (two cases)

(c) Demotion of certain employees without prior notice

(d) The employees demanded to be permitted to visit an agricultural show during working hours

(e) The changing of pay day from weekly to fortnightly in one case and from weekly to monthly in another case

(f) Wages paid late due to computer problems

(g) The withholding of incentive bonus by the employer

(h) The employees demanded the dismissal of a Black personnel officer in one case and demanded the reinstatement of a discharged fellow worker in another case

(i) The employees demanded the payment of their monthly wages at an earlier date than the normal pay day

(4) Police assistance was not called in by the Department In eight cases the Police were, however, present They were presumably called in by the employers concerned

Hansard 10 12th April 1978
Question 500 Col. 606

152

Workers involved in strikes

500 Dr A L BORAINE asked the Minister of Labour

(a) How many workers in each race group were involved in strikes during 1977 and (b) what was the total number of man hours lost in respect of workers in each race group as a result of strikes

The MINISTER OF LABOUR.

(a)	Whites	207
	Coloureds	39
	Asiatics	50
	Bantu	7 866
(b)	Whites	3 200 hours
	Coloureds	325½ hours
	Asiatics	237½ hours
	Bantu	50 761 hours

PREFACE

This survey was researched by Giles Hobson and edited by Robert Berold of the Environmental and Development Agency (EDA). It is the result of the tour undertaken in 1977 in which Giles Hobson interviewed people in Southern Africa who have had practical experience of fish farming.

The survey is being published simultaneously by EDA and the Southern Africa Labour and Development Research Unit (Saldru).

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from year to year and racial group to racial group. The annual wage can be established by dividing total annual payments to each group of regular employees in each year by the number of employees in that group. The total annual payments to casual employees in each group are then divided by the appropriate annual wage to get the full-time job equivalent of casual employment.

d) agricultural census data on farm domestic servants will be taken as they stand,

e) a special pr deal with employment in subsisten following approach: Consider the

Strikes involving Bantu workers

794 Mr T ARONSON asked the Minister of Labour

(a) How many strikes involving Bantu workers and caused by reasons other than wage demands occurred during 1976 and (b) what was the estimated loss of income to employers caused by all strikes involving Bantu workers during that year

The MINISTER OF LABOUR

(a) 36

(b) This information is not available in my Department

BANTUSTAN	GDP(R mil 59/60			1960 AND 1970 Agriculture, 1970
Transkei	43,6			34,2
Ciskei	8,0			17,8
Kwa Zulu	29,8			28,8
Lebowa, Venda and Gazankulu	27,0	44,3	47,1	23,9
Bophutatswana	13,8	34,8	31,1	9,1

SOURCE : S.A. Yearbook 1974.

The national food price index, taking April 1970 = 100 was

1960 = 77,0; 1970 = 101,2 + 1973 = 131,0.

(S.A. Statistics 1974).

Thus by appropriate multiplication we can construct a table showing the value of agricultural, forestry and fishing output in 1973 prices in both 1960 and 1970. The 1970 populations are also shown.

/cont:

Hansard 2 col 89 1/2/77

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Strikes

160 Dr A L BORAINE asked the Minister of Labour

(a) How many workers in each race group were involved in strikes during 1976 and (b) what was the total number of man hours lost in respect of workers in each race group as a result of strikes

The MINISTER OF LABOUR

The details are as follows

	(a)	(b)
Whites	60	460
Coloureds	290	643
Asiatics	97	650
Bantu	15 725	130 675

Star 24/4/78 (152)

Boksburg quits over wages

East Rand Bureau

Boksurg decided today to resign from the Transvaal Municipal Employers' Association (TMEA) over five percent increase to municipal salary scales.

The decision to increase the scale was made by the Industrial Council for Local Authorities in the Transvaal which is made up of members of TMEA and South African Association of Municipal Employees The Industrial Council allegedly did not consult the town council before making the decision

Chairman of the management committee at Boksburg, Mr Chris Smith, said if Boksburg remained a member of TMEA "the disadvantages would outweigh the advantages."

He said only Boksburg knew what it could afford "The time has come for the Administrator to look into councils' affairs with regard to the increasing costs which are a burden to the taxpayer," he said

By resigning from the TMEA, municipalities retain the right to appeal to the Minister of Labour against the Industrial Council's decision If they are members of the association it means that they are part and parcel of the decision

Mr Smith pointed out that in Boksburg a five percent increase in salary scales had further ramification because leave bonuses would also have to be increased Boksburg paid a seven and a half percent bonus to its employees which was higher than any other municipality

Cape Times 25/4/78 (1) 152 (3)

600 strike in protest over BAAB fees rise

Staff Reporter

ABOUT 600 workers at a construction company in Mitchell's Plain went on strike yesterday to protest against the Bantu Affairs Administration Board's increased housing service fees

The board's monthly charge for the outside servicing, similar to a rates payment, of the workers compound housing in Guguletu, has gone up 84 percent, from R3,25 to R6

The construction company Ilco Homes Consortium, provides housing at Guguletu, according to the law, for these contract workers and charges them R2 rent per week The workers, many of whom actually live at Crossroads where they are charged site rental, then pay the BAAB charges on top of this

"The increase came at a bad time, the company's finance and administration manager, Mr E F Keersmaker, said yesterday, "it's the start of the rainy season when the men work less and get less money The increases should maybe have come gradually"

The workers work a 45-hour week for which they get paid R35,10

"We realize they are taking it out on the company because it's the only way they can hit back" Mr Keersmaker said

"The workers must have got organized over the weekend soon after we told the liaison committee of the increase"

Most of Ilco's trucks were ready to go to the site yesterday morning but black workers told them of their strike

Mr Keersmaker said his company met and discussed the problem with 20 of the workers' representatives

"We said we would make representations to the BAAB for them to lower the fee to about R4 if they came back to work," Mr Keersmaker said.

"Their only alternative to work would be to go back to the Transkei — they won't want that I'm sure We would also like to keep them as we have just finished training them," he continued

Mr Keersmaker said there would probably be a bad turnout of those workers today but he expected it would improve by Wednesday

"We have promised we will do all we can for them and make representations to the board but they must show their faith in the company by coming to work," he said

The BAAB officials were not available for comment last night

Ilco Homes Consortium, which is building 4 562 homes at the rate of about 200 a month, employs a total of 1 700 workers

Some Plain workers go back

of the 600 black ruction workers who pped work at Ilco in Mitchell's Plain ed to work today, E F H Keersemaker, firm's administrative er, said today.

Keersemaker said y stopped work in against increased charges of the Affairs Administra- Board (BAAB)

e BAAB, however, denied that they working because increased service ges.

had returned to today after receiving assurance that Ilco would make representations to BAAB for the service charges to be reduced

He said the representations had already been made.

Ilco Homes provide hostel accommodation for its contract workers at Guguletu for which it charges them R2 a week rent.

In addition, the BAAB levies a service charge of R3,25 a worker for street lighting, cleansing services and rubbish removal.

The service charges, levied through the construction firm, have now gone up to R6.

Mr Keersemaker said the workers were apparently taking their frustrations out on his firm because they collected the service charges from them

They had not asked for their wages to be increased, he said.

'It's not our responsibility to pay the service charges,' he said.

The increase also came at a bad time because, with the start of the rainy season, the workers would be working shorter hours and receiving less money.

'We hope the issue will be resolved because it's not nice the way things are going at the moment.

'We are not to blame but we are prepared to help where we can,' he said.

Brigadier J H van der Westhuizen, the BAAB's chairman, today issued a statement saying the construction workers had told his officials the work stoppage was as a result of differences with the construction firm.

The full statement reads.

About 10.15 am on April 24 1978, the police, officials of the Department of Labour and officials of the Administration Board visited the site of Ilco Homes construction work at Mitchell's Plain, as a result of a complaint that workers had stopped work.

The workers informed the officials about the reason for their action and this was discussed in detail over two hours.

The officials of the board were advised by the workers that they stopped work because of a difference with their employers over the payment they have to make for accommodation, and that they did not stop work to protest against the increased rates for services provided by the board

The residents of Langa, Nyanga and Guguletu were fully informed about the reasons for the increase of these rates and although they would have liked to retain the old rates, they realise that the increase was unavoidable.

ARGUS 26/4/78 (1) 152

600 at Plain to be laid off

ILCO HOMES has decided to lay off the 600 striking construction workers at Mitchell's Plain, Mr E F H Keersemaker, the firm's administrative manager, said today.

The workers had not responded to an ultimatum given to them yesterday to return to work or go home.

Meanwhile, several striking construction workers said yesterday they had downed tools because they were not satisfied with paying rents to Ilco Homes for accommodation

Ilco Homes, however, have blamed the strike on the Bantu Affairs Administration Board's increases in service charges on the hostel compounds

CLAIM DENIED

BAAB's chairman, Brigadier J H van der Westhuizen, has denied this

He said his officials had spoken to the workers for two hours and had been told they were striking because of differences with employers over payment for accommodation

Ilco Homes provide hostel accommodation for its contract workers at Gugulethu for which it charges them R2 a week rent

BAAB levies a monthly service charge of R3,25 This has now been increased to R6

Several workers, interviewed today outside BAAB's Langa offices, said they did not want to pay rent to their construction firm and to BAAB.

BY BUS

Mr Keersemaker said most of the workers would be returning home as soon as buses were available

He denied that the workers were on strike because of disagreement with his firm over payments for accommodation

'They've been paying rent to us since January, it's in their contract Why are they complaining only now?' he asked.

'What they are paying to BAAB is not rent but service charges for streets, cleaning and so on.'

Cape Times 26/4/78

Workers decide to go home

(1)152

Staff Reporter

MORE than 500 of the 600 African construction workers who stopped work at Ilco Homes in Mitchells Plain on Monday have decided to return to Transkei rather than go back to work

Last night the finance and administration manager of the Ilco Homes Consortium construction company, Mr E F H Keersemaker, said "The men had an alternative — to end their strike or return to the Transkei They have chosen not to go back to work, and so they must return home We can't allow this business to drag on"

Mr Keersemaker said the men went on strike to protest against the Bantu Affairs Administration Board's increased housing service fees

But Mr A MacLachlan, chief director of BAAB denied this yesterday He said the statement issued by BAAB's chairman was correct

The statement reads "The officials of the board were advised by the workers that they stopped work because of a difference with their employers over the payment they have to make for accommodation and that they did not stop work to protest against the increased rates for services provided by the board"

Ilco Homes provides housing at Guguletu for the contract workers and charges them R2 a week The workers, many who actually live at Crossroads where they are charged site rental, then pay the BAAB charges on top of this

BAAB's monthly charge for the servicing — which includes street lighting cleaning services and rubbish removal — has gone up 84 percent, from R3,25 to R6

The workers work a 45-hour week for which they get paid R35,10

Cape Times 27/4/78

(1) 152 (2)

Construction firm to replace strike workers

ILCO HOMES has begun recruiting construction contract workers to replace the 600 men who went on strike at Mitchell's Plain this week, apparently in protest against rent payments.

Mr E Keersemaker, finance and administration manager of Ilco Homes, said 100 new workers had been put under contract and more were joining.

"About 300 of the original workers at the beginning of the year are still with us, as they did not strike along with the others," Mr Keersemaker said.

The workers said they went on strike because they disagreed with the R2 a week rent they paid the company for hostel accommodation

"This can't be the real reason," Mr Keersemaker said. "The rent obligation is in their contract, which they have had since the beginning of this year."

He said 320 of the 600 workers had to pay rent for the hostel. The rest were housed in other compounds, where they did not have to pay rent.

"Our hostel is of a high standard compared to the others and we charge rent to cover the costs and not to make a profit," Mr Keersemaker said.

He feels, that increased Peninsula Bantu Affairs Administration Board service charges were the cause of the work stoppage.

The fees, levied by the board for street lighting, cleani services and rubbish removal, were raised from R3,25 to R

The board has denied the increase caused the worke action.

Mr Keersemaker said a liaison committee, formed to repo on the workers' conditions, had until Monday had n complaints about rent.

"Whatever grievances the workers had must have come to head with the board raising their charges."

He said the situation had ended.

"New workers will now be employed and we hope to b back to full strength by next week"

Cape Times 2/5/87

1 500 down tools at motor plant

(152)

Own Correspondent

JOHANNESBURG. — The entire black labour force — about 1 500 black and coloured workers — at the Sigma Motor Corporation assembly plant at Silverton, near Pretoria, yesterday downed tools and demanded details of their wage increases for the year.

Sigma's public relations manager, Mr D P Clapham, said yesterday that before the stoppage the company's management had been discussing wage adjustments for the year with the elected liaison committee.

Speaking from Port Elizabeth, Mr Fred Sauls, general secretary of the National Union of the Motor Assembly and Rubber Workers — to which some of the workers at the plant belong — said they were watching the situation.

"Depending on the seriousness of the situation we are prepared to fly over to negotiate with the management on behalf of the workers," he said.

Sigma workers go back

152

4/5/78

PRETORIA — Black and Coloured workers at Sigma's Silverton factory went back to work yesterday after stopping work on Monday

A spokesman at Sigma's head office said negotiations were resumed between management and the liaison committee of the workers on the wage dispute which caused the strike.

Sigma's personnel director, Mr S. S Lemmer, has been quoted as saying that wage increases had already been accepted in principle, but the amount still had to be decided.

Sigma's public relations manager, Mr Dave Clapham, was reported as saying the negotiations would be suspended until the men returned to work.

But a spokesman said all workers had returned to work yesterday morning. — SAPA.

RDM 4/5/78 (152)

Workers end stoppage, but talks continue

Staff Reporter

BLACK and coloured workers at Sigma Motor Corporation's assembly plant at Silverton, near Pretoria, went back to work yesterday after they had downed tools for two days

The 1 500 strong black labour force had refused to work on Tuesday after a walkout on Monday over pay demands It is believed workers were demanding increases of 50c an hour They claimed they had not had an increase since Sigma took over the plant 18 months ago.

Yesterday the company issued a statement which said "The Sigma plant opened at 7 am this morning and has been working under normal conditions all day following a two-day stoppage

'Wage negotiations have therefore been resumed and it is expected that finality in this regard will be reached within two weeks"

The stoppage on Monday started after the morning tea break, when the workers staged a peaceful sit-down demonstration

They left after lunch and reported for work on Tuesday, but went home while the company's management held discussions with their liaison committee The talks lasted all day.

Sigma's personnel director, Mr S S Lemmer, has said wage increases had already been accepted in principle but the amount of increases had still to be decided

The company has blamed the stoppage on intimidators It said it believed most workers had been intimidated into staying away from work.

Black strike ushers in a new era

Star 5/5/78

(152)

A new generation of black workers is about to hit the labour front, writes The Star's labour reporter, SIEGFRIED HANNIG.

This week's strike at the Sigma Motor Corporation in Pretoria may have been the first industrial action organised by black youngsters who took part in the 1976 riots.

If so, it has rung in a new era on a labour front that became increasingly docile as mounting unemployment raised fears of dismissal:

- The risk of unemployment cannot stifle labour unrest that stems from youngsters who are motivated by a strong desire for improved wages and working conditions and have no family obligations.

Almost every fifth man (18,7 percent) was unemployed in Pretoria's black townships last year, according to a survey by Mr Lieb Loots of the Southern African Labour and Development Research Unit, and more than half of these men were under the age of 25 Pretoria's black unemployment is thought to have worsened since then

- Harder efforts from employers will be required to maintain industrial peace.

The students who were responsible for the 1976 riots and subsequent worker stayaways gave every appearance of being a well organised force, intensely aware of social rights and suspicious of white domination and paternalism.

- Black trade unions will have to guard against becoming irrelevant

The mass stayaways which followed the 1976 riots were organised independently of black trade unions and probably were against the wishes of many black unionists

Likewise, the Sigma strike came as a "complete surprise' to Mrs Dora Nowatha, organiser of the black United Auto, Rubber and Allied Workers of South Africa, and her colleagues of the coloured National Union of Motor Assembly and Rubber Workers.

However, there was a report of an "unusual amount of trade union activity" at Sigma during the week before the strike.

Ironically, Sigma appears to be one of the more enlightened employers in Pretoria.

The firm is believed to have gone out of its way to employ young, better educated blacks after the retrenchments which reduced black staff to about 950 a year ago.

At present the firm has about 1 350 black and 100 coloured workers, most of whom were involved in the strike.

Sigma also claims to have established a good relationship with the black and coloured trade unions, inviting them to discuss their members' problems with management and even offering to put up notices of union meetings on factory notice boards.

The firm reports that members of both the black and the coloured union serve on the liaison committee elected by workers The black union claims it has no member on the committee.

Sigma declines to recognise the unions because it estimates their combined membership among the workers at less than 200.

The firm also claims to pay better wages than the majority of employers in the areas — an official minimum of 58c an hour, although novices are being taken on at 64c an hour of late.

The average black pay throughout the firm is given as 75c an hour

The latest minimum wage in Eastern Province motor assemblies is 78c an hour — which probably accounts for the pay demands of the strikers.

It would seem that the employers can stave off similar troubles by drawing on the pool of unemployed older workers, at the cost of social problems arising from unemployed youngsters.

But the pool of older workers will not last forever Nor are older workers a foolproof safeguard against labour unrest

For example, unemployed coloured workers who got jobs at Sasol 2 have not been afraid to strike on two occasions when they were dissatisfied with working and living conditions at the construction site.

The same might be expected of blacks whom unemployment forces to accept inferior work, for example urban blacks who appear to be taking over menial work previously performed by migrant workers

Recognition of black unions would give dissatisfied workers a more effective negotiating channel than liaison committees

The alternative could be irrelevant unions; black student power in the workplace; and an increase in the number of strikes, which had dropped to 40 last year, according to the Minister of Labour

(152) 5/5/78

STRIKES (152) FM 5/5/78

Sigma's problem

This week's strike by 1 500 African and coloured workers at Sigma Motors's Pretoria plant raises questions about the adequacy of liaison committees

As the *FM* went to press, Sigma's workers had been out for two days and no settlement of the pay dispute which had led them to walk off the job had been reached.

Two unions are active in the plant — the registered (coloured) National Union of Motor Assembly and Rubber Workers and the unregistered (African) United Auto Workers. Both say they were taken by surprise by the strike. But union sources believe the incident was sparked off by worker dissatisfaction with the liaison committee's handling of pay negotiations.

They say workers walked off the job after the liaison committee had told them that workers would not receive increases this year because of thefts. The workers are apparently asking for an extra 50c per shift and won't go back to work until management announces a pay rise and sets a date for its implementation.

Sigma management has told the liaison committee that a decision on the pay question will only be announced two weeks after the workers return to work.

An important factor in the situation is management's reliance on the liaison committee. United Auto Workers has been complaining for some time that management has been using the committee to thwart it, but adds that interest in the union has been growing.

Says organiser Dora Nowatha· "One example is management's attempt to thwart union meetings by organising rival meetings in the factory. But when they did this last week, we still had a well attended union meeting."

Sigma spokesman Dave Clapham counters by claiming that "the committee has been working succesfully and the union is jealous of its success. We have

SAA workers cheer go-slow proposals

CT. 9/5/78

(152)

Own Correspondent

JOHANNESBURG. — South African Airways technicians cheered proposals to "go slow" or work-to-rule at a mass protest meeting held on a rugby field near Jan Smuts Airport yesterday afternoon.

At one stage, angry workers refused to leave the field unless they were addressed by SAA management spokesmen The meeting was attended by about 1 000 members of the SAA Engineering Association, which is demanding recognition as a trade union from the Railways authorities, as well as more pay.

The go-slow threats were sparked off when the association president, Mr Jan Visser, told the meeting that the Minister of Railways and Transport, Mr S L Muller, had failed to reply to a telegram sent to him after the association's first protest meeting last week.

The telegram demanded immediate recognition of the SAA Engineering Association as a Railways association.

The technicians were angered further when they heard that an investigation into their pay demands by the SAA management would be completed only at the end of the month.

A deputation was sent to summon Mr M E Smuts, chief executive of the SAA, to address the meeting.

Some 20 minutes after the men's lunch-hour, the deputation reported back that Mr Smuts was not at the airport. Mr A N Davidson, technical director, refused to address the association till the end of the month.

The technicians were placated by Mr Visser after several go-slow proposals They agreed to return to work after accepting a proposal that the minister's secretary would be telephoned to demand an urgent interview.

The men will meet again at lunchtime today to hear the reply. Mr Smuts would not comment yesterday.

SAA men cheer go slow motion

RDM. 9/5/78

1. 269

2. 152

By SIAAN DE VILLIERS
Labour Correspondent

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The technicians were angered further when they heard that an investigation into their pay demands by the SAA management would only be completed at the end of the month.

They were placated by Mr Visser after several go slow proposals. The men eventually decided to go back to work after accepting a proposal that the Minister's secretary would be telephoned to demand an urgent interview.

The men will meet again at lunchtime today to hear the reply.

Mr Smuts would not comment yesterday.

ARGUS 9/5/78

Go-slow averted by SAA

The Argus Correspondent

JOHANNESBURG. — Threatened industrial action by South African Airways technicians was averted today after a meeting between Mr Eddie Smuts, SAA's chief executive, and union representatives.

The 1 800-member SAA Engineering Association was threatening go-slow action because of dissatisfaction with pay and lack of official recognition of the SAAEA.

More than 1 000 men were expected to have met near Jan Smuts Airport at midday today, but the gathering was cancelled by the SAAEA after their talks with Mr Smuts.

Mr Duncan Banks, secretary of the SAAEA, said the association had been told that the two major issues were now being taken up at top level.

Mr Smuts had agreed to a committee being set up to look into two major pay grievances, bonus formulas and special payments for qualifications work on different aircraft.

The Minister of Transport, Mr Lourens Muller, had agreed to meet representatives of SAAEA on June 5 to clear up the issue of recognition of SAAEA.

Cape Times 13/5/78

Pay rises for Sigma workers

PRETORIA. — The Sigma Motor Corporation announced yesterday that pay increases had been granted to the 1 450 black and coloured hourly-paid workers at its manufacturing plant in Pretoria Most of these workers went on strike in support of wage demands for two days last week — Sapa

R5 miljoen per dag gesteel

Rapport 28/5/78

(152)

DIE Suid-Afrikaanse sakewêreld verloor elke dag sowat R5 miljoen weens interne diefstal. En dit is gewoonlik die werker wat die meeste vertrou word wat die diefstal pleeg.

Hierdie opsienbarende aantyging word gemaak deur mnr. John McBrearty, besturende direkteur van Shield Security, wat terselfdertyd byvoeg dat hy nog boonop meen dat dit 'n konserwatiewe syfer is.

„Die Kamer van Koophandel raam diefstalverliese van kleindhandelaars op sowat R250 miljoen per jaar. Maar uit ons ondervinding lê die grootste probleem by diefstal op die nywerheidsvlak.

„Omdat ons die grootste aan die verliesbeheerkant van die sekuriteitsbedryf is, bevoordeel dit ons uit die aard van die saak om die feite bekend te maak. Maar dit is geweldig uitputtend om sakemanne te oortuig dat een van die meer ernstige redes vir maatskappye wat ondergaan, binne hul vermoe is om te verhinder.

„Ons maatskappy konsentreer op georganiseerde diefstal op groot skaal. Vragmotors vol, selfs treinvragte vol goedere kom nooit by die bestemming uit nie, maar word weggekring na die uitgebreide, grys ondergrondse kriminele netwerk. En daar is min maatskappye wat dit vryspring," sê mnr. McBrearty.

Hierdie soort diefstal kan ook jare lank gepleeg word sonder dat dit agtergekom word. Mnr. McBrearty het 'n voorbeeld genoem van 'n inmaker van ertjies wat net nie die vinger kon lê op sy verliese nie. 'n Ondersoek het aan die lig gebring dat die vragmotorbestuurder en die pakhuisbestuurder kop in een mus was.

'Striking' workers back on site

The Ideo Homes workers in Mitchells Plain who were reported to be on strike again on Wednesday were all at work yesterday and the situation at the construction site was described by a company spokesman as normal.

Mr I H Keersemaker, administrative manager of Ideo Homes said yesterday the reports stating that nearly 100 workers were on strike, bore no relation to what actually happened.

"I still don't really know what the whole thing was about. A few disgruntled workers left the site because I believe there were certain things they had asked for and which they said they had not received," Mr Keersemaker said.

Asked what it was that the workers had asked for, he said "I don't know what else."

Mr Keersemaker said all workers were back at work yesterday and that the situation had resolved itself.

He said the fact that it was raining on Wednesday may have helped to give the impression that the situation was more than it actually was.

RDM. 1/8/78

(152)

Escom pay dispute: workers stay away

Staff Reporter

POLICE were called to the Electricity Supply Commission's Germiston plant yesterday when black workers refused to work because of pay grievances.

The workers reported for work but refused to go to their posts, claiming they had not received the pay increases which Escom had promised they would get at the end of July.

There were no incidents and police kept a close watch on the workers as they milled around in groups near shops outside the depot.

Some of the workers said they had been promised pay rises, to come into effect in July. But, when they received their pay, the increases had not been included, they said.

Some workers said they had been promised a minimum increase of R6 a month. Others said they had been guaranteed more, depending on what they did.

After lunch the workers started trickling back to work

A spokesman for Escom confirmed that more than 100 workers had refused to go to their posts.

He said the workers had returned to work in the afternoon after Escom officials had explained the pay structures.

He admitted that it was "quite possible" that some workers had received increases while others had not.

Escapism to space

HONG KONG. — The popularity of the American movies "Star Wars" and "Close Encounters of the Third Kind" indicates that American people are dissatisfied with their present conditions and want to escape reality, Peking's official newspaper, People's Daily, reports. The two films have not been screened in China. — Sapa-AP.

(152) **TAX STRIKE**

FM 4/8/78

African workers are beginning to feel the gst pinch. This week's strike by 87 African bus drivers in Alberton was sparked off by a worker request for an increase to compensate for gst.

Another strike by African workers this week — Escom — may be unrelated to gst. Nevertheless, there's no doubt that gst has had its effect on workers' willingness to accept their present pay packets.

Are we in for a wave of gst-related strikes? Probably not — the African unemployment situation is still critical and, no doubt partly because of this, shop-floor unrest has been relatively rare over the past year or two.

But the fact that two important strikes took place this week could herald a difficult time for employers at least until the immediate shock effect of the new tax wears off.

At least one large employer, Plate Glass, has announced that it has granted its African workers a R1-a-week increase to help them cope with gst.

Other employers may find themselves under pressure to follow suit

Family income group	[illegible]	[illegible]	Average family income month (R)	Average income per person month (R)
8D - HOUT BAY				
0-99			65.97	20.88
100-199			136.40	37.89
200-299			216.00	49.85
300-399			-	-
400-499			-	-
500-599			-	-
600-699			-	-
700-799			-	-
800-899			-	-
900-999			-	-
1000+			-	-
Totals			81.16	24.87
8E - ZEEKOEVLEI				
0-99	44.	5.59	60.46	14.32
100-199	19.	7.26	132.89	23.77
200-299	6.	8.50	234.32	32.26
300-399	1.	7.00	327.17	38.49
400-499	0.	-	434.00	62.00
500-599	0.	-	-	-
600-699	0.	-	-	-
700-799	0.	-	-	-
800-899	0.	-	-	-
900-999	0.	-	-	-
1000+	0.	-	-	-
Totals	133.	5.32	124.10	23.31
8F - PHILADELPHIA				
0-99	66.	3.44	62.65	18.22
100-199	30.	4.87	127.50	26.20
200-299	10.	6.40	254.20	39.72
300-399	1.	4.00	314.00	78.50
400-499	0.	-	-	-
500-599	0.	-	-	-
600-699	0.	-	-	-
700-799	0.	-	-	-
800-899	0.	-	-	-
900-999	0.	-	-	-
1000+	0.	-	-	-
Totals	107.	4.12	101.08	24.53

THE COL. (152) (244)

Gst rumbles on

FM 11/8/78

Officialdom is worried about African worker dissatisfaction with gst — more worried than organised employer bodies, who believe that the danger of gst sparking off labour unrest has passed.

Witwatersrand's Chief Plural Affairs Commissioner Frans Du Randt has issued a circular to all major employer bodies, referring to "mounting dissatisfaction on the part of black workers" which, he says, is "directly attributable" to gst

Du Randt tells the *FM* he issued the circular at the request of the local Department of Labour office and he cites three recent strikes in support of his view — last week's Alberton bus drivers' strike (*Current affairs* last week), and stoppages at Escom and the Klip power station.

He wants employers to explain to their African workers that the gst applies to all sections of the community and that it amounts to only 4% — "We want them to understand that if prices rise by more than 4% that's not government's fault."

Du Randt also wants employers to point out that government has abolished the African poll tax of R2,50 per year "as an indication that the government is not aloof to black worker needs."

Johannesburg's Department of Labour office confirms that it reported the dissatisfaction to Plural Affairs but adds that "it wasn't a big problem" — dissatisfaction tended to express itself more in factory floor disputes than in strikes, says a spokesman He adds that he believes the discontent has now "simmered down."

Employer bodies agree: "We had some initial problems, but we've explained the tax to workers and there's no unhappiness now," says Motor Industries' Federation director Jannie van Huyssteen.

Seifsa director Errol Drummond says his organisation has asked employers to explain the tax to African workers but adds, "We've had no problems — our 18% wage increase came into effect on July 1 and that more than compensates for gst."

Some employers, while arguing that Du Randt has overestimated black worker reaction, also argue that reference to the poll tax is likely to serve little purpose — "All workers are going to be paying a lot more than R2,50 a year extra," one points out

DIAMOND CUTTERS

(152)

Not forever

FM 1/9/78

The diamond cutters' controversial demarcation agreement — which sparked off an 11-week stoppage in 1976 — has been extended for a further six months. This means that semi skilled (mostly coloured) labour can continue to work on small stones But diamonds weighing more than 1,19 carats remain the preserve of the skilled journeyman

The fact that the demarcation line has not been raised looks like a defeat for the employers, although both sides claim to be satisfied with the agreement. The inclusion of semi-skilled workers after the 1976 agreement made it profitable for the first time to cut small diamonds in SA rather than send them overseas in the rough Employers would like to see the new "smalls" industry extended even further.

Sandy Davidson of the Master Diamonds Association (the employer association) believes that SA is still a poor competitor with countries like India and Puerto Rica, which have unlimited cheap labour, or Israel, which uses diamond cutting machines.

The six month extension is a compromise from the diamond cutters' point of view. Robin Rich, secretary of the Diamond Workers' Union, tells the *FM* that his union originally wanted a one-year extension.

It is unlikely, however, that the journeymen will allow semi-skilled workers to encroach any further into their domain when the agreement expires again in March.

There are now over 1 000 semi-skilled workers in the industry, and there should be 4 500 by the end of next year. Fanie Botha, the Minister of Mines, believes that the cutting industry could earn up to R1 000m within two years if the market remains strong.

Workers still out

RDM 30/9/78

(152)

PINETOWN.—More than 200 workers who went on strike on Thursday at the Port Natal Administration Board housing site near Clermont did not report for work yesterday.

The board's deputy director of technical and building services, Mr J Loots, said that the situation was "under control" and a liaison committee to present pay claims had been formed by the workers.

"I am not sure whether rain has stopped work or if the men are on strike," he said.

Police were at the site yesterday.—Sapa.

DD 4/10/78

EL factory workers in wildcat strike

(152)

EAST LONDON — About 850 women workers downed tools at the Langeberg canning factory in a wildcat strike yesterday

By yesterday afternoon most of the women had returned to work after Department of Labour officials mediated at the scene of the strike on the West Bank

The women walked off the plant at tea time yesterday after dissatisfaction brewing for about a week over their overtime pay

The manager of the factory, Mr J R Burg, said it was not really a strike but an internal misunderstanding

Chanting workers gathered outside the factory gates after tea rocking a car in which a Daily Dispatch reporter and photographer observed the scene They re-entered the factory when Department of Labour officials arrived

Their grievances were heard

A variety of reasons for the stoppage were given by strikers to the Daily Dispatch, but the common complaint was to do with uncertainty over the amount they were entitled to for overtime Some complained about the liason committee

Mrs Kutu Lanti said the committee — five men and five women — was not doing its work properly. "We had elected the committee but they are now "ja baas" instead of putting things right," she said

Women also complained they were turned back when they arrived slightly late for work

Male workers at the factory did not take part

Mr Burg said workers would not be penalised for the stoppage and the misunderstanding had been resolved

They have been given until this morning to return to work

He said almost all the workers had returned to work yesterday — DDR

Chanting strikers at the Langeberg canning factory in East London yesterday.

LABOUR LAW

On the hook?

A rarely tested point of industrial law was due to come before the Johannesburg Magistrate's Court as the *FM* went to press at mid-week.

The case concerns SA Meat Supply (Pty) Ltd which was due to be charged with locking out its African workers after a wage dispute last year. A lock-out is an offence under the Industrial Conciliation Act.

It is virtually unprecedented for African workers to lay a complaint with the Department of Labour alleging a lock-out by their employer, but this is precisely what SA Meat's workers did last year — hence the impending action.

If the state secures a conviction, it could be the first time an employer has been convicted of locking out African workers. There may also be a charge of making workers work excessive overtime in contravention of the wage determination for unskilled workers.

RAND DAILY MAIL, Friday, Oct. 20 1978.

152

Labour laws come under heavy fire

By RIAAN DE VILLIERS
Labour Correspondent

SOUTH AFRICA'S industrial relations system came under heavy fire yesterday for failing to provide adequate redress to black workers who want to take legal action against their employers

The criticism came after a meat firm, SA Meat Supply (Pty) Ltd, paid admission of guilt fines in the Johannesburg Magistrate's Court on charges of illegally locking out 39 black workers after a wage dispute and making them work excessive overtime — 19 months after the complaints were lodged with the Department of Labour

The Industrial Aid Society — a service organisation which helped the workers to further their complaints — charged that black workers were seriously discriminated against under the present industrial relations system

A spokesman for the IAS said yesterday it was the first case it had succeeded in bringing to court through the Department of Labour since the organisation started in 1975

In its statement, the IAS said that in terms of the law, legal action by blacks against employers had to be criminal prosecutions channeled through statutory bodies Despite the large number of infringements committed by employers, this was one of very few cases ever to reach court This indicated the inadequacy of the industrial relations system

Referring to the fines paid, the statement said the "derisory" penalties served as incentives for employers to break the law and deterred workers from seeking redress

The IAS was not suggesting that the bodies concerned were acting with deliberate intent or malice, but were incapable of performing their prescribed roles The Department of Labour was "grossly undermanned"

With four inspectors in Johannesburg to handle more than 5 000 factories and over 250 000 workers, it could not cope with the demands on its time

When the department eventually took the complaints in the case concerned, the complaints section was swamped for several days

The statement urged that black workers should be allowed to take civil action against employers.

The company paid admission of guilt fines of R100 and R50 on the two charges before the case started Similiar charges were withdrawn against the firm's managing director, Mr S J Katz

A spokesman for the IAS said that of the 25 workers who turned up yesterday, eight have been unemployed since the lockout, seven for a year or more, and a further seven for six months to a year

The IAS now plans to start civil action against the firm on behalf of the workers

Strike threat at PE firm

152

27/10/78

PORT ELIZABETH — Workers at the Eveready battery factory here have threatened to go on strike from Monday unless wages and working conditions are improved.

The matter was brought to a head at a meeting of black workers this week called by the National Union of Motor Assembly and Rubber Workers of South Africa.

Spokemen for the union were not available yesterday, but it was learnt the call for action stemmed from undecided issues at a conciliation board meeting called by the Minister of Labour, Mr S. P. Botha, to resolve a labour dispute.

The workers want an improvement in the present 55c an hour starting rate to cover the poverty datum line of R159,27 a month, better working conditions, more promotional opportunities and recognition of the union.

The managing director of Eveready, Mr R G. Allin, said yesterday the workers' complaints were exaggerated and the low staff turnover showed most workers were satisfied with the conditions

His company was not a signatory to the British code of conduct — "nobody in South Africa is" — but his company adhered to the various codes of conduct as closely as possible.

"The starting rate is not important What is important is that a worker can actually earn up to R1 an hour with the help of incentive bonuses," Mr Allin said.

Referring to the threat of a strike, he said the matter would be dealt with when it actually arose The company employed more than 500 women

The matter would now be dealt with by a tribunal following the breakdown of negotiations at the conciliation board meeting where the matter of wages was not discussed, Mr Allin said. — DDC.

31/10/78 (152) R.D.M

Union battle with firm sparks strike

By RIAAN DE VILLIERS
Labour Correspondent

A GROUP of Coloured women workers at Eveready's South African plant in Port Elizabeth went on strike yesterday afternoon after the company ignored a final ultimatum to recognise their trade union and negotiate conditions of employment with it.

Spokesmen for the union — the National Union of Motor Assembly and Rubber Workers of South Africa — said yesterday the stoppage followed a long struggle to win recognition from the firm

It was not clear last night how many women were involved in the strike Union spokesmen estimated the total at up to 250 while company spokesmen said about a third of the total work force of 475 was involved

Union spokesmen warned that if the firm carried out its threats to fire workers who did not turn up for work today, it would appeal to the powerful International Metalworkers Federation — to which the union is affiliated — to take action against the firm

The dispute may have further international repercussions Eveready is a subsidiary of a British firm and is therefore subject to the European Economic Community code of conduct, which requires South African subsidiaries to recognise trade unions

Union spokesmen claimed the strike was legal as all the requirements in the Industrial Conciliation Act had been complied with

Mr Fred Sauls, union secretary, said yesterday the union declared a dispute with Eveready earlier this year after the firm had repeatedly refused to negotiate with it on wages and conditions of employment

A conciliation board, appointed by the Minister of Labour, failed to settle the dispute

On October 19, 62% of union members in the plant voted to go on strike, in a 66% poll Their decision was backed by a mass meeting of 1 300 union members in the Port Elizabeth area on October 25

The meeting also called for petitions to the International Metalworkers Federation if any workers were victimised because of strike action

A final ultimatum to the company to deal with the union expired at 12 noon yesterday and the workers went on strike shortly afterwards

Mr Sauls said that although the union leadership advised workers to return to work, they were adamant that they would not go back unless the union was recognised even if it cost them their jobs.

"All we want is to sit down with the company and negotiate an agreement which would be acceptable to both parties," he said

The union claims a membership of [illegible] workers at the plant.

Mr J Poulton, Eveready's factory manager, denied last night that the company refused to deal with the union He said negotiations had broken down after the union had made "outrageous and unrealistic" demands

He confirmed that workers would [illegible] for breach of contract if they failed to return to work

Police at Sasol 2 pay dispute

Labour Correspondent

POLICE were called out to the giant SASOL 2 construction site at Secunda yesterday after a wage dispute had broken out between about 200 black workers and a sub-contractor

According to a Sasol spokesman the dispute was settled peacefully It is believed the workers stopped work, but were expected to return to work today

The dispute concerned payment of workers during stoppages caused by bad weather The spokesman declined to name the sub-contractor involved

Women strikers sacked

1/11/78

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PORT ELIZABETH — At least 160 Coloured women who went on strike at the Eveready plant here have been sacked.

They downed tools on Monday over the firm's refusal to negotiate with their trade union, the National Union of Motor Assembly and Rubber Workers.

Now the British-based firm faces threats of possible international trade union action by the powerful International Metalworkers Federation, to which the women's union is affiliated.

Mr John Poulton, factory manager, confirmed the sacking.

A union spokesman said last night: "If we can ascertain that the women definitely have been sacked, we will go ahead with our plans for further trade union action."

Firm sacks 160 strikers

By RIAAN DE VILLIERS
Labour Correspondent

EVEREADY SA yesterday sacked 160 coloured women workers who went on strike at its battery plant in Port Elizabeth on Monday over the firms's refusal to negotiate with their trade union

The British-based firm now faces threats of possible international trade union action by the powerful International Metalworkers' Federation, to which the South African union, the National Union of Motor Assembly and Rubber Workers, is affiliated

Mr John Poulton, factory manager, told the Rand Daily Mail's Port Elizabeth correspondent yesterday that 160 women who had gone on strike on Monday had been sacked.

Asked to comment on his announcement, a union spokesman said last night: "If we can ascertain that the women have definitely been sacked we will go ahead with our plans for further trade union action in SA as well as assistance from the IMF."

The spokesman also disputed the claim that only 160 women was involved in the strike, and accused Eveready of "trying tooplay down" the strike.

He said 230 women turned up at a union meeting for striking workers held in Gelvandale yesterday morning Still more striking workers had not attended.

He was also sceptical about a management claim that most of the vacancies had already been filled by women who had been queuing at the gates:

"We've been keeping an eye on the plant and we haven't seen anybody outside," he said

The spokesman said the workers yesterday reaffirmed their decision not to return to work until the firm was prepared to negotiate with the union. They have decided to meet every day to keep up with developments

The spokesman said the firm made no attempt to contact the union yesterday and the union would not approach the firm within the next few days

Mr Poulton could not be contacted yesterday.

BOYCOTTS

Not so ready

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UK-based battery manufacturer Eveready could be faced with a consumer boycott of its products as well as international solidarity strike action as a result of the sacking of striking workers at its Port Elizabeth plant.

The workers — all of them women — are members of the registered National Union of Motor Assembly and Rubber Workers whose members at Eveready struck this week in protest at the company's refusal to recognise the union. The union (which represents coloured workers at the plant) says around 260 of the company's workforce of 450 are on strike. The company says it has fired 160 strikers.

Union organiser Brian Fredericks tells the *FM* the union has responded to the sackings by calling for a national and international consumer boycott of Eveready products It will call on registered and unregistered unions with which it has been working to form a new trade union federation, to assist the boycott.

Calls are also likely to be made to the International Metalworkers' Federation, of which the union is a member, and the equivalent international union secretariat for chemical workers, to organise solidarity strikes overseas.

The dispute between Eveready and the union is virtually unprecedented While unregistered unions tend to encounter massive employer resistance to recognition, instances of employers resisting recognition of a union registered with the Department of Labour are few and far between — particularly in recent years

While Eveready has been quoted as saying it is prepared to deal with the union, but that negotiations between it and the union broke down because of "excessive" union demands, the union insists that the company is "not bargaining in good faith"

If a consumer boycott does take place, Eveready could be hard hit It does a good part of its business in the black market and it is here where a boycott would be likely to take root

Strike union plans boycott

RDM 151 152

By RIAAN DE VILLIERS
Labour Correspondent

THE NATIONAL Union of Motor Assembly and Rubber Workers is to launch a boycott of all products of Eveready SA, which has sacked more than 200 union members who went on strike at its plant in Port Elizabeth

This was disclosed by a union spokesman yesterday after a meeting said to have been attended by 220 of the women who went on strike over the firm's refusal to negotiate employment conditions with the union.

The union will also go ahead with requests to two international trade union organisations for "solidarity action" at Eveready plants where they have members.

The organisations are the International Metalworkers' Federation, with 15-million members, and the International Federation of Chemical and Energy Workers Unions, with eight million members

IAN HOBBS reports from London that the Berwick group, the British parent company of Eveready SA, says it wants a genuinely multi-racial union to represent its South African employees

Mr Lawrence Orchard, Berwick's chairman and chief executive, said yesterday "What we would welcome most is a multi-racial union We do not like segregated unions

"We are waiting for the results of the Wiehahn commission and hope this development will be possible."

Analysis of the category of engineering technician effectively illustrates the point. The 1970 Census gave a total of 6 300 (excluding the handful of African technicians). The 1969 Survey total was 5 128 and the 1971 Survey total, was 5 433. Thus the 1969 and 1971 figures are respectively 81,4% and 86,2% of the Census figures. The difference is surely significant. Further similar discrepancies can easily be found.

Note further that is is dangerous to use the 'Shortages/Vacancies' numbers in the Survey to determine the total demand for technicians (or shortfall in the supply). This is because categories such as 'engineer' and 'technician: engineering' are separated, whereas in the case of the category 'geologist' for example, no distinction is made between a geologist who holds, say, a Ph.D., and one who holds a National Certificate. This makes it impossible to obtain a picture of the shortage of geology technicians. It is likewise useless should they happen to be classified under 'technician: other'.

Furthermore, a 'Shortages/Vacancies' figure of 794 engineering technicians

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Call for World ban after PE strike

Tribune Reporter

SOUTH AFRICA'S first legal strike in 20 years has put the Everready Battery Company in the international spotlight.

When 230 coloured women n walked out of the company's Port Elizabeth plant this week demanding higher wages, union officials called for a total boycott of Everready products worldwide, a ban on union members handling Everready products in South Africa and solidarity strikes at Everready plants in other countries

Given the opportunity of organising the first legal strike in 20 years union officials were quick to use to the occasion. They contacted militant unionists in Britain — home of the Everready parent company — and sought international action through the International Federation of Metal Workers.

The Everready women all belong to the National Union of Motor Assembly and Rubber Workers of South Africa whose secretary flew to Mauritius to take up the case with the IMF.

Opportunity

The British Ambassador to South Africa has taken it up with Everready in Britain and in the United States union leaders have used the opportunity to renew their call for sanctions against South Africa.

The women went on strike because Everready refused to negotiate with their union, which was seeking pay increases

The women are paid 55c rising to 59c an hour after five years service. Some took home R19 a week

Backing for battery strikers

By RIAAN DE VILLIERS
Labour Correspondent

THE National Union of Motor Assembly and Rubber Workers yesterday received the support of two powerful trade union groups in its dispute with Eveready SA which has led to the dismissal of about 200 coloured women on strike at its Port Elizabeth plant

After a special meeting yesterday the SA Co-ordinating Council of the International Metalworkers's Federation (IMF) issued a statement deploring the battery company's refusal to recognise and negotiate with the union

After considering the dispute, all 12 affiliate unions — with a combined membership of about 85 000 — expressed their full support for the union in its efforts to improve wage and working conditions at Eveready

But the IMF seems to have stopped short of backing the union's campaign to boycott all Eveready products

According to the statement, the council is to use all means at its disposal within the framework of industrial legislation" to get negotiations resumed

The union received further backing from the 12 trade unions who intend forming the new Federation of SA Trade Unions

In a statement, the 12 unions said they were amazed and appalled that a British company could be so intransigent as to force a legal strike — a rare event in South Africa — over the recognition of a registered union

They also rejected the "spurious reason" given by the company's British management that they wanted to recognise a multiracial union

"As representatives of black, coloured and Indian workers, who have shown their commitment to nonracialism in forming the federation, we reject such management duplicity," the statement said

A spokesman for the group of unions said steps were being taken to help provide financial aid to the dismissed workers and to enlist support for the union's campaign to boycott Eveready products

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Employers in three of the major divisions [1] of the economy were interviewed, viz. Major Divisions 3, 5 and 8 (Manufacturing, Construction, and Financing, insurance, real estate and business services). Major Divisions 9 and 4 (Community, social and personal services, and Electricity, gas and water) were covered to some extent by a questionnaire sent to some Provincial hospital services departments, Bantu Affairs Administration Boards and Municipalities and Local Authorities. Major Divisions 1 and 2 (Agriculture, hunting, forestry and fishing, and Mining and quarrying) were expressly excluded from the report by the terms of reference.

The report is biased towards Manufacturing and Construction, and related services. The main reason for this is that it was easier to cover large concentrations of employment in the economy by interviewing firms in these sectors than by spending time on the other sectors where there are relatively fewer large firms. Also, in the case of Manufacturing it proved possible to obtain a list from the Bureau of Market Research at the University of South Africa of all the manufacturing firms in each of the geographical areas we were to cover.

1/ See Standard Industrial Classification (SIC), Department of Statistics, Pretoria 1974, for breakdown of economy into Major Divisions etc.

PE union calls for boycott

11/11/78 A1 152

PORT ELIZABETH — Unionists here have decided to boycott Eveready products over sackings of women who went on strike for better pay and work conditions

The decision was taken at a meeting of the National Union of Motor Assembly and Rubber Workers, attended by 2 000 people.

Mr Freddie Saults, secretary of the union, told the meeting he had received telegrams of support in the dispute with the battery manufacturing company from America, France, Belgium, Canada as well as South Africa

The Geneva-based International Metalworkers' Federation had written to Eveready, calling for negotiation of the dispute which led to the sacking of 230 women at the end of last month, he said.

The meeting voted to demand from shop owners that they remove Eveready products from their shelves. They threatened to boycott retailers refusing to do so — SAPA.

DD 23/11/78 (152)

Police arrest PE women strikers

PORT ELIZABETH — Thirty women strikers from the Eveready factory were arrested in Bethelsdorp near here yesterday when they were about to distribute pamphlets outlining their grievances

Most of them were later released, but five will appear in court today charged with littering.

The national organiser of the National Union of Motor Assembly and Rubber Workers of South Africa, Mr Brian Fredrick, said. " We see this as a blatant case of intimidation "

The 230 women have now been on strike for three weeks since the management of the company refused to negotiate with them

The striking women were sacked by the company

The Geneva-based International Metalworkers Federation has called for negotiation on the dispute

And the Trade Union Council in Britain has expressed solidarity with the workers and is taking the matter up with Eveready's parent company, Berwick Holdings

Mr Fredrick said the union had gone through all the stages laid down by the Industrial Conciliation Act, and after meeting the Industrial Council on the matter, the workers had balloted and decided to strike rather than take the dispute to arbitration

Of the 475 women at the factory 395 are union members

During the ballot for the strike 66 per cent of the members voted and 62 per cent were in favour of the strike

Union members said the presence of riot police during the ballot was another intimidatory measure against the workers

Among the workers' grievances are.

They have to seek permission to go to the toilet and are only allowed to go during tea breaks.

They say when they are, say, five minutes late for work they lose 15 minutes' pay and all their day's bonuses including their attendance bonus.

The rates of pay paid to blacks are the same as those paid to whites in 1976, which means there has been no increase.

According to a union spokesman the average worker earns about 57c an hour.

To keep abreast with the household subsistence level recommended by the University of Port Elizabeth a woman would have to earn 85c an hour.

The union is demanding a minimum of 80c an hour.

Meanwhile the Trade Union Council of South Africa — one of the two largest labour co-ordinating bodies in the country — was called on by an affiliate last night to support the National Union of Motor Assembly and Rubber Workers in its dispute with Eveready. — DDR-DDC.

Chicken workers return

Mercury Reporter

ALL was quiet at Rainbow Chicken headquarters yesterday as workers returned to work for an increase of 7c an hour after a three-day stoppage which brought production to a halt

And supermarkets said yesterday that in some cases they had been severely hit in the supply of fresh chickens which are usually delivered daily.

They had been able to supply customers with frozen chickens, however

Assistant manager of Woolworths, Mr. B. H. Wridgway, said the store, which relied on Rainbow chickens, had not been able to supply them on Thursday, and yesterday arrangements were made to bring supplies from the Transvaal.

OK Bazaars was also hit in the supply of fresh chickens but regional manager, Mr. J. C. Nutter said customers had bought frozen chickens during the shortage.

Pick 'n Pay also experienced shortages but was able to keep up with demand.

Rainbow produces 150 000 units a day and also supplies 10 000 tons of chickens to Iran each year.

ıs of P25 million. Foreign aid that year was P30 million. projections in the National Development Plan to 1980/81 show a ed and strong growth in revenue. In that year revenue is projected million. Botswana's financial strength means that she can cover osts while making commitments to large future debt services. Botswana ord to develop and fund her own programmes without recourse to aid while retaining the capacity to fund the local costs of aided s. The real test is likely to be the converse: how well can Botswana programmes and build the capacity to absorb large funds in the side?

e but satisfactory measure of the level of funding required to flow e countryside to remove rural poverty can be constructed from the Rural Distribution Survey. Using data that is reproduced in the National ment Plan in table 4.1 we can estimate the income required to raise poverty line the family incomes of the 40% of the rural households ncome is below that line. For this purpose the 220 000 rural ion who fall below the poverty line is divided by 5,5 (persons per ld) to reach the figure of 40 000 households.

Income Required to Raise Family Incomes of the Five Poorest Economic Classes to the Poverty Datum Line (1)

s	No.of Families	Annual Household after Tax Income	Extra Income required per Household (2)	Cost
t 5%	5 000	P182	P450	P2 250 000
)%	5 000	P233	P400	P2 000 000
10% - 20%	10 000	P325	P300	P3 000 000
20% - 30%	10 000	P402	P120	P1 200 000
30% - 40%	10 000	P507	P 50	P 500 000

Poverty Datum Line approx. P507 Total cost : P8 950 000

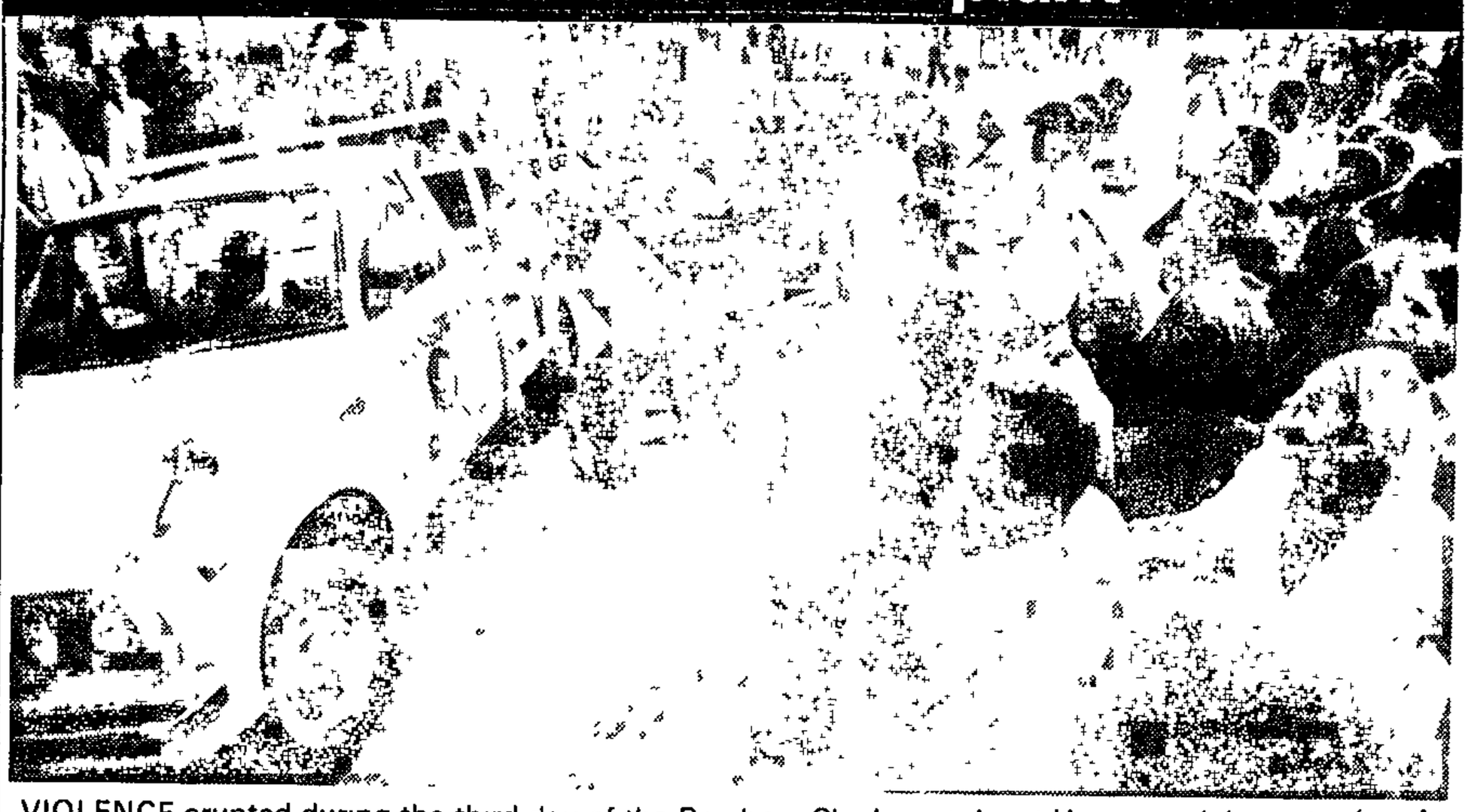
(1) Derived from Table 4.1 page 72 National Development Plan 1976-81.

(2) These are rough estimates based on class intervals. As a result they are conservative since they treat all families in each class as having the top income for the class. In the 30% - 40% class an arbitrary income gap of P50 is used to provide an estimate.

The households in the poorest category require P450 extra income per year to raise family income to the poverty line. At the other extreme P50 per year would suffice for the 30% - 40% class closest to the poverty line. The total amount required is P9 million per year, or about one-third of Botswana's present surplus on current account.

Paper proposals entitled the Tribal Grazing Land Programme. I presume that one has to read the Report and the White Paper in the light of recent knowledge on rural income distribution provided by the survey of 1975/76. In 1973 Chambers and Feldman did not have to face the very unequal distribution of rural income that was subsequently revealed by the survey. For instance, it is unlikely that they would have guessed that the top five

Violence flares at Rainbow plant



VIOLENCE erupted during the third day of the Rainbow Chicken strike at Hammarsdale yesterday At one stage workers bounced a truck driven by a company driver as he approached the plant's main gates.

NM 5/1/78 (152)

Pay increase for chicken strikers

Mercury Reporter

WORKERS at Rainbow Chicken were given a seven-cents-an-hour increase yesterday after a three-day strike which included incidents of violence.

More than 1 000 workers gathered at the company's main offices yesterday afternoon to be told that their increase had been stepped up from two cents to seven cents an hour

Management has also agreed to pay workers for the past week including the seven-cents increase although they had not been at work

This followed a deadlock in the morning when hundreds of workers refused to start until they had been told what their increase would be

Management officials told them to start work first.

After walking out of two plants at 6 a.m workers massed around the main gates to the reception area and tempers at times ran high.

One man was hit over the head and stabbed while workers bounced a truck as it approached the gates

The injured man was admitted to Edendale Hospital.

According to a senior police spokesman in Pietermaritzburg an argument developed between two men and when one threatened the other with a knobkierie he was stabbed several times.

After yesterday's meeting workers said they would be returning today but said they had mixed feelings over the increase as they had asked for 10 cents an hour.

Among their grievances was the increase in the cost of canteen food and the more than 100 percent increase in rent in township houses.

Management at Rainbow refused to comment on the strike, saying that the managing director, Mr. Stan Methven, was not available and it was not known when he would be available.

Production at the plants has been at a standstill for three days

CROWDS outside the main offices of Rainbow Chicken yesterday remained calm throughout the afternoon although some carried sticks. Much of the emotion was [illegible] by the

Strikers get ise pledge

4/1/79

CS

[illegible] cattle population remained almost more than one, year [illegible] terms. If severe, pastures carrying [illegible] and 2 million. raise the off-take, perhaps even as high as double the current level or about 400 000 head of cattle a year. In other words over two years the market might handle 800 000 out of the 1 to 1,5 million head that should be culled; or 50% to 80% of the requirement.

A fall in beef prices, not so likely the European prices but certainly the local sale prices, would upset the off-take so that the conservative

Mercury Reporter

WORKERS at the massive Rainbow Chicken company's main plant at Hammarsdale were told to return to work today and they would be given a rise — but management officials would not disclose how much to the assembled workers yesterday.

About 400 men and women gathered outside two plants at the company's headquarters yesterday following a wage dispute which began on Tuesday.

The dispute brought production to a halt and, according to Mr. Alan Gardiner of Pick 'n Pay, alternative arrangements for the supply of chickens to the chain have been considered. Mr. Gardiner said he had adequate supplies of frozen chickens at the moment, however

A WORKER points a finger through the closed gates at Rainbow Chicken headquarters yesterday.

Checkers stores were not affected as the chain was not dependent on Rainbow for the supply of chickens at the moment, said Mr. Dave Mitchell, the chain's regional general manager.

The workers said yesterday that they had been given a two-cent an hour increase, but said they wanted 10 cents an hour. According to a worker's pay slip, wages received are R15,57 a week.

Refused

It is understood they refused to work on Tuesday and were told to accept the two-cent increase or go home. Work then stopped and yesterday workers again refused to work unless they were given more money

A committee, which workers claim was elected by management and not representative, told the crowd yesterday afternoon that they had been given an increase, but they would be told how much after they had returned to work

Throughout the afternoon the crowd remained calm and once walked through the open gates to the main reception office.

The guards then called them back and the gates were closed.

The negotiating committee spoke to the crowd through closed gates and then hurriedly left the plant in cars with management officials

When a Mercury team tried to speak to management officials they were stopped at the gates and told "They do not want to speak to you," by the chief security officer

Managing director Mr. Stan Methven was not available for comment

calm action of guards at the gates.

4/1/79

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Why PE women went on strike

DD 11/12/78

152

PORT ELIZABETH — The Eveready strike by 250 women is a culmination of a long dispute between the company and the women.

It started in 1976 when the women, members of the 4 500-strong National Union of Motor Assembly and Rubber Workers of South Africa, submitted a list of demands in relation to their wages and working conditions, according to the secretary of the union, Mr Brian Fredricks

But because of the recession, the company could not meet their demands In March 1978 the workers again submitted their demands, but the company replied it would not negotiate with them

The workers then applied to the Minister of Labour to set in motion the provisions of the Industrial Conciliation Act to resolve the deadlock.

The triangular meeting of a company representative, the workers and the government also reached a deadlock, as the company's representative said he had no faith in the workers' representatives although they represented 80 per cent of the workers

The national executive then gave the company a seven day ultimatum after which they would strike if their grievances were not redressed, but the company stood firm. Consequently the women went on strike on October 30

The company reacted by threatening to dismiss the women if they were not back at work by Tuesday, November 2 The women stood their ground and were dismissed

Scab labour was employed in their place

Mr Fredericks said his union was affiliated to the International Metal Workers Federation with 15 million members They have contracts with the British Trade Union Congress which promised to urge the parent company in England to put pressure on the Port Elizabeth company to negotiate with the union.

Mr Fredericks said his union had received supporting telegrams from two million metal workers in Japan, 1,5 million automobile workers, 1,5 million steel workers in America and 2,5 million from a metal union in West Germany

Various local black unions had assured them of solidarity He believed his union will eventually bring the company to the negotiating table and get his workers back to their jobs

In that event the position of the scab labourers would be in jeopardy The union has embarked on a campaign to boycott Eveready products and has had a good response in the Eastern Province and Cape Town.

As a counter, the company has been visiting traders and supermarkets in the Western Cape, but Mr Fredericks said this was having no effect on their boycott plans — DDC

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executive nor administrative officers seem to have been considered. 11 inevitably places a question-mark against the potential usefulness of committees.

Industrial Council Meetings

The members of an industry committee would, in terms of the new Bill, cipate in the negotiation of wages and working conditions of African leading to an agreement. However, they enjoy no voting rights. Ind councils must notify the Central Bantu Labour Board and the relevant Committee timeously of any meetings which could affect African intere the Board must designate one or more members of the industry committe attend such meeting.

Agreements and Orders

Where no industrial council is registered, an industry committee is to empowered, in collaboration with the Regional Bantu Labour Committee c to enter into an agreement on the minimum wages and working conditions their African workers with a group or association of employers.